

DOCUMENT RESUME

ED 430 511

HE 032 103

AUTHOR Howe, Richard D.
TITLE Salary-Trend Studies of Faculty for the Years 1994-95 and 1997-98 in the Following Academic Disciplines/Major Fields: History, General, . . ., Visual and Performing Arts.
INSTITUTION Appalachian State Univ., Boone, NC.; College and Univ. Personnel Association, Washington, DC.
PUB DATE 1998-00-00
NOTE 435p.; For other academic fields, see HE 032 102. For earlier salary trends, see ED 424 845-846.
PUB TYPE Numerical/Quantitative Data (110) -- Reports - Research (143)
EDRS PRICE MF01/PC18 Plus Postage.
DESCRIPTORS Academic Rank (Professional); Allied Health Occupations Education; Area Studies; Business Education; *College Faculty; Comparative Analysis; *Compensation (Remuneration); Consumer Education; Educational Administration; Higher Education; History; Home Economics; Language; Library Science; Marketing; Mathematics Education; Nursing Education; Philosophy; Physical Sciences; Physics; Political Science; Psychology; Recreation; Religion; Social Sciences; Sociology; Tables (Data); Teacher Education; *Teacher Salaries; Visual Arts

ABSTRACT

This document provides comparative salary trend data for full-time faculty in 26 academic disciplines/major fields for the baseline year 1994-95 and the trend year 1997-98 for 262 public and 387 private institutions. For each discipline/major field surveyed, the report provides a Classification of Instructional Programs (CIP) definition, data tables providing information on salary by rank and faculty mix, and comparisons between the two study years. Appended to each review are lists of selected disciplines and public and private participating institutions. The following fields are included: History, General; Home Economics; Library Science; Marketing Management and Research; Mathematics; Multi/Interdisciplinary Studies; Music, General; Nursing (RN Training); Occupational Therapy; Parks, Recreation, Leisure and Fitness Studies; Philosophy and Religion; Physical Sciences; Physical Therapy; Physics, General; Political Science, General; Protective Services; Psychology; Public Health, General; Reading Teacher Education; Social Sciences, General; Social Work; Sociology; Special Education, General; Speech-Language Pathology and Audiology; Teacher Education; and Visual and Performing Arts. (CH)

* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *

SALARY-TREND STUDIES OF FACULTY FOR THE YEARS 1994-95 AND 1997-98
IN THE FOLLOWING 26 ACADEMIC DISCIPLINES/MAJOR FIELDS:

History, General; Home Economics; Library Science; Marketing Management and Research; Mathematics; Multi/Interdisciplinary Studies; Music, General; Nursing (R.N. Training); Occupational Therapy; Parks, Recreation, Leisure & Fitness Studies; Philosophy and Religion; Physical Sciences; Physical Therapy; Physics, General; Political Science, General; Protective Services; Psychology; Public Health, General; Reading Teacher Education; Social Sciences, General; Social Work; Sociology; Special Education, General; Speech-Language Pathology and Audiology; Teacher Education; and Visual and Performing Arts

by

Richard D. Howe
Appalachian State University
Boone, North Carolina 28608

BEST COPY AVAILABLE

PERMISSION TO REPRODUCE AND
DISEMINATE THIS MATERIAL HAS
BEEN GRANTED BY

Richard D. Howe
Appalachian State Univ

U.S. DEPARTMENT OF EDUCATION
OFFICE OF EDUCATIONAL RESEARCH AND IMPROVEMENT
EDUCATIONAL RESOURCES INFORMATION
CENTER (ERIC)

1

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION
CENTER (ERIC)

- ☒ This document has been reproduced as received from the person or organization originating it
- ☐ Minor changes have been made to improve reproduction quality

• Points of view or opinions stated in this document do not necessarily represent official OERI position or policy

2

ED 430 511

HE 032 103

SALARY-TREND STUDIES OF FACULTY FOR THE YEARS 1994-95 AND 1997-98
IN THE FOLLOWING 26 ACADEMIC DISCIPLINES/MAJOR FIELDS:

History, General; Home Economics; Library Science; Marketing Management and Research; Mathematics; Multi/Interdisciplinary Studies; Music, General; Nursing (R.N. Training); Occupational Therapy; Parks, Recreation, Leisure & Fitness Studies; Philosophy and Religion; Physical Sciences; Physical Therapy; Physics, General; Political Science, General; Protective Services; Psychology; Public Health, General; Reading Teacher Education; Social Sciences, General; Social Work; Sociology; Special Education, General; Speech-Language Pathology and Audiology; Teacher Education; and Visual and Performing Arts

by
Richard D. Howe
Appalachian State University
Boone, North Carolina 28608

Foreword

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, DC, in cooperation with Appalachian State University in Boone, NC, have conducted annual national faculty salary surveys by discipline and rank each year through 1997-98. Two separate surveys are conducted each year, one for public senior colleges and universities and the other for private senior colleges and universities.

Salary data from the 1994-95 and 1997-98 surveys were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields, 26 of which included herein in alphabetical order. The academic disciplines/major fields were chosen from among those defined by A Classification of Instructional Programs, 1990.

Each of the 26 academic disciplines/major fields herein present a summary of the overall average salary increase in that academic discipline/major field from the "baseline year" of 1994-95 to and including the "trend year" of 1997-98 for both public and private participating institutions. Of the 305 public institutions which participated in CUPA's public survey of 1994-95, 262 also participated in the 1997-98 survey. Data from those same 262 institutions were used in both the baseline year and the trend year. Of the 514 institutions which participated in CUPA's private survey of 1994-95, 387 also participated in the 1997-98 survey. Data from those same 387 institutions were used in both the baseline year and the trend year.

In addition to listing the average salaries in the 26 individual academic disciplines/major fields for both public and private participating institutions by rank, including "new assistant professor," and listing the faculty mix percentage (FAC MIX PCT) and the salary factor comparisons are made in each of the 26 individual academic disciplines/major fields between the two public surveys and the two private surveys for each of the two study years (1994-95 and 1997-98) and with the CPI (Consumer Price Index) changes in cost-of-living.

The list of all 53 selected academic disciplines/major fields surveyed is found in Appendix A of each academic discipline/major field article included herein, and the lists of all participating senior colleges and universities are found in Appendixes B (public) and C (private) of each academic discipline/major field article included herein.

SALARY-TREND STUDY OF FACULTY IN
HISTORY, GENERAL
FOR THE YEARS
1994-95 AND 1997-98

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1997-98: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including History, General. The CIP defines the discipline/-major field of History, General as,

An instructional program that generally describes the study and interpretation of the past including the gathering, recording, synthesizing and critiquing of evidence and theories about past events. Includes instruction in historiography; historical research methods, studies of specific periods, issues and cultures; and applications to areas such as historic preservation, public policy, and records administration.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 146--45.0801).]

This article summarizes the overall average salary increases in the discipline/major field of History, General for both public and private institutions from the "baseline year" of 1994-95 to and including the "trend year" of 1997-98. Of the 305 institutions which participated in CUPA's PUBLIC study of 1994-95, 262 also participated in 1997-98. Data from those same 262 institutions were used in both the baseline year and the trend year. Of the 514 institutions which participated in CUPA's PRIVATE study of 1994-95, 387 also participated in 1997-98. Data from those same 387

institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of History, General for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1994-95 and 1997-98).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 24.9 for associate professors of History, General in the 1994-95 public study means that 24.9 percent of the faculty in that

discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1994-95, PUBLIC 1997-98, PRIVATE 1994-95 and PRIVATE 1997-98. For example, a SALARY FACTOR of 0.95 for associate professors in the discipline/major field of History, General in the 1994-95 public study means that their average salary is five percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1994-95 or 1997-98). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/majorfields in each of the four studies. Among other things, it is used to compare the discipline/major field of History, General with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1994-95 and the "trend year" of 1997-98 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

			PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
			SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN
<u>PUBLIC, 1994-95</u>			DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: History, General																	
AVERAGE																				
SALARY			56971	1292	217	43742	674	186	34339	674	195	32650	115	82	27749	63	44	47348	2703	225
FAC MIX																				
PCT			47.8%			24.9%			24.9%			4.3%			2.3%					
SALARY																				
FAC TOR			0.97			0.95			0.90			0.90			0.97			100.0%		
																		1.01		
AVERAGE			ALL MAJOR FIELDS																	
SALARY			58932	28035		46171	23794		38132	23157		36193	3487		28571	5559		47087	80545	262
FAC MIX						29.5%			28.8%			4.3%			6.9%			100.0%		
PCT			34.8%																	
<u>PUBLIC, 1997-98</u>			DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: History, General																	
AVERAGE																				
SALARY			62710	1215	222	46594	784	204	37109	714	201	34942	152	104	30407	73	49	50813	2756	232
FAC MIX																				
PCT			44.1%			27.4%			25.9%			5.5%			2.6%			100.0%		
SALARY																				
FAC TOR			0.97			0.93			0.90			0.89			0.98			0.99		
AVERAGE			ALL MAJOR FIELDS																	
SALARY			64740	28214		50192	24517		41065	22819		39286	3964		31016	5361		51420	80911	262
FAC MIX						30.3%			28.2%			4.9%			6.6%			100.0%		
PCT			34.9%																	
<u>PRIVATE, 1994-95</u>			DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: History, General																	
AVERAGE																				
SALARY			56957	703	265	43419	446	191	34959	369	204	32504	69	60	29685	45	37	47116	1563	318
FAC MIX																				
PCT			45.0%			28.5%			23.6%			4.4%			2.9%			100.0%		
SALARY																				
FAC TOR			0.95			0.96			0.94			0.93			0.99			1.01		
AVERAGE			ALL MAJOR FIELDS																	
SALARY			59877	13579		45094	12852		37388	12597		34897	1749		30044	2016		46880	41044	387
FAC MIX						31.3%			30.7%			4.3%			4.9%			100.0%		
PCT			33.1%																	
<u>PRIVATE, 1997-98</u>			DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: History, General																	
AVERAGE																				
SALARY			63169	733	275	47650	459	203	37465	408	217	35745	85	76	29756	40	36	51616	1640	336
FAC MIX																				
PCT			44.7%			28.0%			24.9%			5.2%			2.4%			100.0%		
SALARY																				
FAC TOR			0.96			0.97			0.92			0.91			0.90			1.00		
AVERAGE			ALL MAJOR FIELDS																	
SALARY			65803	14238		49311	13414		40563	12704		39107	2009		33099	2045		51446	42401	387
FAC MIX						31.6%			30.0%			4.7%			4.8%			100.0%		
PCT			33.6%																	

BEST COPY AVAILABLE

RESULTS OF THE TWO PUBLIC STUDIES: 1994-95 AND 1997-98

In the PUBLIC 1994-95 study in the above table, the discipline/major field of History, General was reported in 225 of the 262 public institutions. The average salary of the 2,703 faculty was \$47,348. This average salary was approximately .6 percent higher than the average salary of \$47,087 for all 80,545 faculty in ALL MAJOR FIELDS in the same 1994-95 public study.

For the PUBLIC 1997-98 salary study in the above table, History, General was reported in 232 of the same 262 public institutions. The average salary of the 2,756 faculty was \$50,813. This average salary was approximately 1.2 percent lower than the average salary of \$51,420 for all 80,911 faculty in ALL MAJOR FIELDS in the 1997-98 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of History, General in the public institutions studied was 7.3 percent (\$50,813 minus \$47,348 equals \$3,465). The CPI of increase cost-of-living between October 1994 and October 1997 was 8.1 percent. In comparison, with the CPI, there was a relative increase in History, General average faculty salaries over the three-year period by .8 percent or an average of .3 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.2 percent (\$51,420 minus \$47,087 equals \$4,333). In comparison to the discipline/major field of History, General (7.3%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.9 percent more than the faculty in the discipline/major field of History, General.

In the 1994-95 study the faculty mix percentage in History, General is higher at the professor rank than at the assistant professor rank: 47.8 percent vs. 24.9 percent; and higher in the 1997-98 study, it is 44.1 percent vs. 25.9 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.8 percent

vs 28.8 percent (1994-95) and 34.9 percent vs 28.2 percent (1997-98).

Finally, the hiring rate of new assistant professors in History, General in the public studies was the same as the hiring rate of ALL MAJOR FIELDS in 1994-95, 4.3 percent (115/2,703) vs 4.3 percent (3,487/80,545) and higher in 1997-98, 5.5 percent (152/2,756) vs. 4.9 percent (3,964/80,911).

RESULTS OF THE TWO PRIVATE STUDIES: 1994-95 AND 1997-98

The PRIVATE 1994-95 salary study in the above table indicates that the discipline/major field of History, General was reported in 318 of the 387 private institutions. The average salary of the 1,563 faculty was \$47,116, an average salary .3 percent higher than the average salary of \$46,880 for all 41,044 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

In the PRIVATE 1997-98 salary study in the above table, 336 of the same 387 private institutions reported History, General. The average salary of the 1,640 faculty was \$51,616, an average salary .3 percent higher than the average salary of \$51,446 for all 42,401 faculty in ALL MAJOR FIELDS in the 1997-98 private study.

The three-year increase in average salaries for all faculty in History, General in the private institutions studied was 9.6 percent (\$51,616 minus \$47,116 equals \$4,500). The CPI increased cost-of-living between October 1994 and October 1997 was 8.1 percent. A more realistic increase, therefore, in the average faculty salaries of History, General over the three-year time period, is 1.5 percent or .5 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.7 percent (\$51,446 minus \$46,880 equals \$4,566). In comparison to History, General (9.6%), the faculty in ALL MAJOR FIELDS increased their salaries .1 percent more than faculty in History, General.

For both studies in the discipline/majorfield of History, General the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank : 45.0 percent vs. 23.6 percent (1994-95); and 44.7 percent vs 24.9 percent, (1997-98). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.1 percent vs. 30.7 percent (1994-95) and 33.6 percent vs. 30.0 percent (1997-98).

Finally, the hiring rate for new assistant professors in History, General was higher than of the hiring rate in ALL MAJOR FIELDS in the 1994-95 private study: 4.4 percent (69/1,563) vs. 4.3 percent (1,749/41,044) and higher in the 1997-98 private study: 5.2 percent (85/1,640) vs. 4.7 percent (2,009/42,401).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of History, General and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1994-95 through the "trend year" of 1997-98. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 8,662 (3.5%) faculty in the discipline/majorfield of History, General participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 244,901 participating faculty. The same 262 public institutions and the same 387 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/majorfield of History, General in 1994-95 were one percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00). In both the public

and private studies the average faculty salary factors for all ranks in History, General in 1997-98 were one percent below and the same as the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1997 CPI reflects an 8.1 percent increase over the October 1994 CPI and indicates that the faculty in History, General in the public institutions received an average annual salary increase of .3 percent below the cost-of-living. In contrast, in the private institutions the annual average salary increase was .5 percent above the cost-of-living.

Third, in both the 1994-95 and 1997-98 public studies and the 1994-95 and 1997-98 private studies in History, General, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of History, General is well established in the academy.

Finally, the hiring rate of new assistant professors in History, General in the 1994-95 public study was the same as the hiring rate of ALL MAJOR FIELDS. However, in the hiring rate for new assistant professors in the 1997-98 public study and in the 1994-95 and 1997-98 private studies were higher than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of History, General has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and Education studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 10**
- B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11**
- C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14**

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	GEOGRAPHY
ADMINISTRATIVE ASSISTANT/SECRETARIAL	GEOLOGY
SCIENCE, GENERAL	HISTORY, GENERAL
ANTHROPOLOGY	HOME ECONOMICS
ARCHITECTURE AND RELATED PROGRAMS	LIBRARY SCIENCE
AREA, ETHNIC, AND CULTURAL STUDIES	MARKETING MANAGEMENT AND RESEARCH
ART, GENERAL	MATHEMATICS
BIOLOGICAL SCIENCES/LIFE SCIENCES	MULTI/INTERDISCIPLINARY STUDIES
BUSINESS ADMINISTRATION AND MANAGEMENT,	MUSIC, GENERAL
GENERAL	NURSING (R. N. TRAINING)
BUSINESS MANAGEMENT AND	OCCUPATIONAL THERAPY
MANAGEMENT, GENERAL	PARKS, RECREATION, LEISURE, & FITNESS STUDIES
BUSINESS/MANAGERIAL ECONOMICS	PHILOSOPHY AND RELIGION
CHEMISTRY, GENERAL	PHYSICAL SCIENCES
COMMUNICATIONS	PHYSICAL THERAPY
COMPUTER AND INFORMATION SCIENCES	PHYSICS, GENERAL
COUNSELOR EDUCATION/STUDENT COUNSELING	POLITICAL SCIENCE, GENERAL
AND GUIDANCE SERVICES	PROTECTIVE SERVICES
CURRICULUM AND INSTRUCTION	PSYCHOLOGY
DRAMA/THEATER ARTS, GENERAL	PUBLIC HEALTH, GENERAL
ECONOMICS, GENERAL	READING TEACHER EDUCATION
EDUCATION	SOCIAL SCIENCES, GENERAL
EDUCATION ADMINISTRATION AND	SOCIAL WORK
SUPERVISION, GENERAL	SOCIOLOGY
EDUCATION/INSTRUCTIONAL MEDIA	SPECIAL EDUCATION, GENERAL
TECH TECHNICIAN	SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
ENGINEERING	TEACHER EDUCATION
ENGINEERING-RELATED TECHNOLOGIES	VISUAL AND PERFORMING ARTS
ENGLISH LANGUAGE AND	
LITERATURE/LETTERS	
ENTERPRISE MANAGEMENT AND OPERATION,	TOTAL 53
GENERAL	
FOREIGN LANGUAGES AND LITERATURES	

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Alabama State University (AL)	Frostburg State University (MD)
Alcorn State University (MS)	George Mason University (VA)
Angelo State University (TX)	Georgia College & State University (GA)
Appalachian State University (NC)	Georgia Southern University (GA)
Arizona State University West (AZ)	Georgia State University (GA)
Arkansas State University (AR)	Glenville State College (WV)
Arkansas Tech University (AR)	Grand Valley State University (MI)
Auburn University at Montgomery (AL)	Harris-Stowe State College (MO)
Augusta State University (GA)	Henderson State University (AR)
Austin Peay State University (TN)	Idaho State University (ID)
Ball State University (IN)	Illinois State University (IL)
Bemidji State University (MN)	Indiana State University (IN)
Black Hills State University (SD)	Indiana University at South Bend (IN)
Bloomsburg University of Pennsylvania (PA)	Indiana University East (IN)
Bluefield State College (WV)	Indiana University Kokomo (IN)
Bowie State University (MD)	Indiana University Northwest (IN)
Bridgewater State College (MA)	Indiana University-Purdue University Fort Wayne (IN)
California State University-Bakersfield (CA)	Indiana University-Purdue University Indianapolis (IN)
California State University-Fresno (CA)	Indiana University Southeast (IN)
California State University-Fullerton (CA)	Jacksonville State University (AL)
California State University-Northridge (CA)	James Madison University (VA)
California State University-San Marcos (CA)	Jersey City State College (NJ)
Central Michigan University (MI)	Keene State College (NH)
Central Missouri State University (MO)	Kennesaw State University (GA)
Chadron State College (NE)	Kent State University Main Campus (OH)
Christopher Newport University (VA)	Kentucky State University (KY)
Citadel, Military College of South Carolina, The (SC)	Lake Superior State University (MI)
Clarion University of Pennsylvania (PA)	Lamar University-Beaumont (TX)
Clemson University (SC)	Lander University (SC)
Cleveland State University (OH)	Langston University (OK)
Coastal Carolina University (SC)	Lewis-Clark State College (ID)
College of Charleston (SC)	Lincoln University (PA)
College of New Jersey, The (NJ)	Lock Haven University of Pennsylvania (PA)
Coppin State College (MD)	Longwood College (VA)
Dakota State University (SD)	Louisiana State University and Agricultural and Mechanical College (LA)
Delta State University (MS)	Louisiana State University in Shreveport (LA)
East Carolina University (NC)	Louisiana Tech University (LA)
East Central University (OK)	Marshall University (WV)
East Stroudsburg University of Pennsylvania (PA)	Massachusetts College of Liberal Arts (MA)
Eastern Connecticut University (CT)	Mayville State University (ND)
Eastern Illinois University (IL)	McNeese State University (LA)
Eastern New Mexico University Main Campus (NM)	Mesa State College (CO)
Edinboro University of Pennsylvania (PA)	Metropolitan State College of Denver (CO)
Emporia State University (KS)	Metropolitan State University (MN)
Ferris State University (MI)	Miami University (OH)
Fitchburg State College (MA)	Michigan Technological University (MI)
Fort Hays State University (KS)	Middle Tennessee State University (TN)
Fort Lewis College (CO)	
Francis Marion University (SC)	

Midwestern State University (TX)
 Millersville University of Pennsylvania (PA)
 Minot State University (ND)
 Mississippi State University (MS)
 Mississippi University for Women (MS)
 Missouri Southern State College (MO)
 Missouri Western State College (MO)
 Montana State University-Billings (MT)
 Montclair State University (NJ)
 Moorhead State University (MN)
 Morehead State University (KY)
 Morgan State University (MD)
 Murray State University (KY)
 New Jersey Institute of Technology (NJ)
 New Mexico State University Main Campus (NM)
 Nicholls State University (LA)
 North Carolina Central (NC)
 North Dakota State University Main Campus (ND)
 Northeast Louisiana University (LA)
 Northeastern Illinois University (IL)
 Northeastern State University (OK)
 Northern Arizona University (AZ)
 Northern Kentucky University (KY)
 Northern Michigan University (MI)
 Northwest Missouri State University (MO)
 Northwestern State University (LA)
 Oakland University (MI)
 Ohio State University Main Campus, The (OH)
 Old Dominion University (VA)
 Peru State College (NE)
 Pittsburg State University (KS)
 Plymouth State College (NH)
 Portland State University (OR)
 Purdue University Calumet (IN)
 Radford University (VA)
 Ramapo College of New Jersey (NJ)
 Rhode Island College (RI)
 Richard Stockton College of New Jersey, The (NJ)
 Rowan University (NJ)
 Rutgers, the State University of New Jersey (NJ)
 Saginaw Valley State University (MI)
 Saint Mary's College of Maryland (MD)
 Salem State College (MA)
 Salisbury State University (MD)
 Sam Houston State University (TX)
 San Francisco State University (CA)
 Shawnee State University (OH)
 Shippensburg University of Pennsylvania (PA)
 South Carolina State University (SC)
 South Dakota School of Mines and Technology (SD)
 South Dakota State University (SD)
 Southeast Missouri State University (MO)
 Southeastern Louisiana University (LA)
 Southeastern Oklahoma State University (OK)
 Southern Arkansas University (AR)
 Southern Connecticut State University (CT)

Southern Illinois University at Carbondale (IL)
 Southern Illinois University at Edwardsville (IL)
 Southern Polytechnic State University (GA)
 Southern University and Agricultural and
 Mechanical College (LA)
 Southern Utah University (UT)
 Southwest Missouri State University (MO)
 Southwest State University (MN)
 Southwest Texas State University (TX)
 Southwestern Oklahoma State University (OK)
 State University of New York at Binghamton (NY)
 State University of New York at Stony Brook (NY)
 State University of New York College at Brockport
 (NY)
 State University of New York College at Cortland
 (NY)
 State University of New York College at Fredonia
 (NY)
 State University of New York College at Geneseo
 (NY)
 State University of New York College at Plattsburgh
 (NY)
 State University of New York Institute of
 Technology at Utica Rome (NY)
 State University of West Georgia (GA)
 Tarleton State University (TX)
 Temple University (PA)
 Tennessee Technological University (TN)
 Texas A & M International University (TX)
 Texas A & M University-Commerce (TX)
 Texas A & M University-Corpus Christi (TX)
 Texas Southern University (TX)
 Texas Tech University (TX)
 Texas Woman's University (TX)
 Towson University (MD)
 Troy State University (AL)
 Truman State University (MO)
 University of Akron Main Campus, The (OH)
 University of Alabama in Huntsville (AL)
 University of Arkansas at Little Rock (AR)
 University of Central Arkansas (AR)
 University of Central Oklahoma (OK)
 University of Colorado at Denver (CO)
 University of Delaware (DE)
 University of Houston-Clear Lake (TX)
 University of Houston-Downtown (TX)
 University of Maine (ME)
 University of Maine at Farmington (ME)
 University of Maine at Fort Kent (ME)
 University of Maine at Presque Isle (ME)
 University of Massachusetts Amherst (MA)
 University of Massachusetts Boston (MA)
 University of Massachusetts Dartmouth (MA)
 University of Memphis, The (TN)
 University of Michigan-Dearborn (MI)
 University of Minnesota-Duluth (MN)

University of Minnesota-Morris (MN)
 University of Missouri-Kansas City (MO)
 University of Missouri-Saint Louis (MO)
 University of Montevallo (AL)
 University of Nebraska at Kearney (NE)
 University of Nebraska at Omaha (NE)
 University of Nevada-Las Vegas (NV)
 University of North Carolina at Asheville (NC)
 University of North Carolina at Charlotte (NC)
 University of North Carolina at Greensboro (NC)
 University of North Carolina at Pembroke (NC)
 University of North Carolina at Wilmington (NC)
 University of North Texas (TX)
 University of Northern Colorado (CO)
 University of Puerto Rico Humacao University
 College (PR)
 University of South Alabama (AL)
 University of South Carolina-Aiken (SC)
 University of South Carolina Spartanburg (SC)
 University of Southern Colorado (CO)
 University of Southern Indiana (IN)
 University of Southern Mississippi (MS)
 University of Southwestern Louisiana (LA)
 University of Tennessee at Chattanooga (TN)
 University of Tennessee at Martin (TN)
 University of Tennessee, Memphis (TN)
 University of Texas at Arlington (TX)
 University of Texas at Dallas (TX)
 University of Texas at El Paso (TX)
 University of Texas at San Antonio (TX)
 University of the Virgin Islands, St. Thomas (VI)
 University of Toledo (OH)
 University of West Florida (FL)
 University of Wisconsin-Eau Claire (WI)
 University of Wisconsin-Green Bay (WI)
 University of Wisconsin-La Crosse (WI)
 University of Wisconsin-Oshkosh (WI)
 University of Wisconsin-Platteville (WI)
 University of Wisconsin-Stevens Point (WI)
 University of Wisconsin-Stout (WI)
 University of Wisconsin-Superior (WI)
 University of Wisconsin-Whitewater (WI)
 Valdosta State University (GA)
 Valley City State University (ND)
 Virginia State University (VA)
 Washburn University of Topeka (KS)
 Washington State University (WA)
 Wayne State College (NE)
 Weber State University (UT)
 West Texas A & M University (TX)
 West Virginia University Institute of Technology
 (WV)
 Western Carolina University (NC)
 Western Illinois University (IL)
 Western Kentucky University (KY)
 Western Michigan University (MI)

Western Montana College of the University of
 Montanan (MT)
 Western Oregon University (OR)
 Wichita State University (KS)
 William Paterson University of New Jersey (NJ)
 Winston-Salem State University (NC)
 Winthrop University (SC)
 Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Brown University (RI)
Agnes Scott College (GA)	Bryan College (TN)
Albertson College of Idaho (ID)	Bryant College (RI)
Albertus Magnus College (CT)	Bryn Mawr College (PA)
Albright College (PA)	Buena Vista University (IA)
Alderson-Broadbudd College (WV)	Butler University (IN)
Alfred University (NY)	Cabrini College (PA)
Allegheny College (PA)	Caldwell College (NJ)
Allentown College of St. Francis De Sales (PA)	Calvin College (MI)
Alma College (MI)	Canisius College (NY)
Alvernia College (PA)	Capitol College (MD)
Alverno College (WI)	Cardinal Stritch College (WI)
Amherst College (MA)	Carlow College (PA)
Anderson University (IN)	Case Western Reserve University (OH)
Aquinas College (MI)	Catawba College (NC)
Ashbury College (KY)	Cazenovia College (NY)
Ashland University (OH)	Cedarville College (OH)
Aurora University (IL)	Central Baptist College (AR)
Avila College (MO)	Central Methodist College (MO)
Azusa Pacific University (CA)	Chapman University (CA)
Babson College (MA)	Charleston Southern University (SC)
Baker College of Flint (MI)	Christian Brothers University (TN)
Baker College of Muskegon (MI)	Christian Heritage College (CA)
Baker University (KS)	Claremont McKenna College (CA)
Baldwin-Wallace College (OH)	Clarke College (IA)
Barat College (IL)	Clarkson College (NE)
Barnard College (NY)	Clarkson University (NY)
Barry University (FL)	Colby-Sawyer College (NH)
Bastyr University (WA)	College Misericordia (PA)
Beaver College (PA)	College of Notre Dame of Maryland (MD)
Bellamine College (KY)	College of Our Lady of the Elms (MA)
Bellevue University (NE)	College of Saint Catherine (MN)
Belmont Abbey College (NC)	College of Saint Elizabeth (NJ)
Belmont University (TN)	College of Saint Mary (NE)
Benedict College (SC)	College of Saint Rose (NY)
Benedictine University (IL)	College of Saint Scholastica (MN)
Bennett College (NC)	College of the Southwest (NM)
Bentley College (MA)	Colorado Christian University (CO)
Bethany College (KS)	Columbia College (MO)
Bethel College (IN)	Columbia College (SC)
Bethel College (KS)	Columbia International University (SC)
Bethel College (MN)	Concordia College (NE)
Birmingham-Southern College (AL)	Concordia College (NY)
Blackburn College (IL)	Concordia College Moorhead (MN)
Bluefield College (VA)	Concordia College Saint Paul (MN)
Bradford College (MA)	Concordia University (CA)
Bradley University (IL)	Cooper Union for the Advancement of Science and Art, (The) (NY)
Brandeis University (MA)	Cornerstone College (MI)
Brenau University (GA)	Covenant College (GA)
Briar Cliff College (IA)	

Creighton University (NE)
 Culver-Stockton College (MO)
 D'Youville College (NY)
 Dakota Wesleyan University (SD)
 Davidson College (NC)
 Davis & Elkins College (WV)
 DePaul University (IL)
 Dickinson College (PA)
 Doane College (NE)
 Dominican College of Blauvelt (NY)
 Dominion College of San Rafael (CA)
 Dordt College (IA)
 Drake University (IA)
 Drury College (MO)
 Duquesne University (PA)
 East Texas Baptist University (TX)
 Eastern Mennonite University (VA)
 Eckerd College (FL)
 Edgewood College (WI)
 Elizabethtown College (PA)
 Elmhurst College (IL)
 Elmira College (NY)
 Emerson College (MA)
 Emmanuel College (MA)
 Emory University (GA)
 Eureka College (IL)
 Fairfield University (CT)
 Ferrum College (VA)
 Florida Institute of Technology (FL)
 Franciscan University of Steubenville (OH)
 Franklin College of Indiana (IN)
 Freed-Hardeman University (TN)
 Friends University (KS)
 Gannon University (PA)
 Gardner-Webb University (NC)
 George Washington University (DC)
 Georgetown College (KY)
 Georgian Court College (NJ)
 Golden Gate University (CA)
 Gonzaga University (WA)
 Gordon College (MA)
 Goshen College (IN)
 Grand View College (IA)
 Grinnell College (IA)
 Guilford College (NC)
 Hampton-Sydney College (VA)
 Hannibal-LaGrange College (MO)
 Hartwick College (NY)
 Hastings College (NE)
 Hilbert College (NY)
 Hiram College (OH)
 Hofstra University (NY)
 Holy Family College (PA)
 Holy Names College (CA)
 Hope College (MI)
 Houghton College (NY)

Howard College (DC)
 Husson College (ME)
 Immaculata College (PA)
 Inter American University of Puerto Rico
 Barranquitas (PR)
 Iona College (NY)
 Ithaca College (NY)
 Jacksonville University (FL)
 John Brown University (AR)
 John Carroll University (OH)
 John Hopkins University (MD)
 Judson College (AL)
 Juniata College (PA)
 Kalamazoo College (MI)
 Kentucky Wesleyan College (KY)
 Kenyon College (OH)
 Kings's College (PA)
 La Roche College (PA)
 La Salle University (PA)
 La Sierra University (CA)
 Lafayette College (PA)
 LaGrange College (GA)
 Le Moyne College (NY)
 Lebanon Valley College (PA)
 Lees-McRae College (NC)
 Lenoir-Rhyne College (NC)
 LeTourneau University (TX)
 Limestone College (SC)
 Lincoln Memorial University (TN)
 Lindsey Wilson College (KY)
 Loras College (IA)
 Louisiana College (LA)
 Loyla Marymount University (CA)
 Loyola University New Orleans (LA)
 Lycoming College (PA)
 Lynchburg College (VA)
 Lyon College (AR)
 Madonna University (MI)
 Malone College (OH)
 Manhattan Christian College (KS)
 Marion College (IN)
 Marion College of Fond du lac (WI)
 Marietta College (OH)
 Marist College (NY)
 Mars Hill College (NC)
 Mary Baldwin College (VA)
 Marymount College (NY)
 Marymount University (VA)
 Maryville University of St. Louis (MO)
 Marywood College (PA)
 Massachusetts Institute of Technology (MA)
 McMurry University (TX)
 McPherson College (KS)
 Medaille College (NY)
 Mercer University (GA)
 Mercy College (NY)

Meredith College (NC)
 Merrimack College (MA)
 Messiah College (PA)
 Midland Lutheran College (NE)
 Midway College (KY)
 Milligan College (TN)
 Millikin University (IL)
 Molloy College (NY)
 Monmouth College (NJ)
 Morningside College (IA)
 Morris Brown College (GA)
 Mount Olive College (NC)
 Mulhenberg College (PA)
 Muskingum College (OH)
 National University (CA)
 Neumann College (PA)
 New Hampshire College (NH)
 Niagara University (NY)
 North Carolina Wesleyan College (NC)
 North Central College (IL)
 Northeastern University (MA)
 Northland College (WI)
 Northwest College (WA)
 Northwestern College (IA)
 Northwestern College (MN)
 Norwich University (VT)
 Notre Dame College (NH)
 Notre Dame College (OH)
 Nova Southeastern University (FL)
 Occidental College (CA)
 Oglethorpe University (GA)
 Ohio Northern University (OH)
 Oklahoma Baptist University (OK)
 Our Lady of the Lake University (TX)
 Pace University New York Campus (NY)
 Pacific Lutheran University (WA)
 Pacific Oaks College (CA)
 Palm Beach Atlantic College (FL)
 Pepperdine University (CA)
 Pfeiffer University (NC)
 Piedmont College (GA)
 Pikeville College (KY)
 Pine Manor College (MA)
 Pittsburgh Theological Seminary (PA)
 Point Park College (PA)
 Presbyterian College (SC)
 Providence College (RI)
 Quincy University (IL)
 Randolph-Macon College (VA)
 Reed College (OR)
 Reformed Bible College (MI)
 Regent University (VA)
 Regis College (MA)
 Rensselaer Polytechnic Institute (NY)
 Rhodes College (TN)
 Rider University (NJ)

Ripon College (WI)
 Rivier College (NH)
 Roanoke College (VA)
 Robert Morris College (PA)
 Rockford College (IL)
 Rockhurst College (MO)
 Rollins College (FL)
 Roosevelt University (IL)
 Rose-Hulman Institute of Technology (IN)
 Sacred Heart University (CT)
 Saint Francis College (IN)
 Saint Francis College (PA)
 Saint John's University (MN)
 Saint Joseph's University (PA)
 Saint Mary's College (IN)
 Saint Mary's College of California (CA)
 Saint Mary's University of Minnesota (MN)
 Saint Peter's College (NJ)
 Saint Vincent College (PA)
 Saint Xavier University (IL)
 Salem College (NC)
 Salem-Teikyo University (WV)
 Salve Regina University (RI)
 Samuel Merritt College (CA)
 San Jose Christian College (CA)
 Santa Clara University (CA)
 Scripps College (CA)
 Seattle Pacific University (WA)
 Seattle University (WA)
 Seton Hill College (PA)
 Shorter College (GA)
 Siena College (NY)
 Siena Heights College (MI)
 Sierra Nevada College (NV)
 Simpson College (CA)
 Simpson College (IA)
 Southern Adventist University (TN)
 Southern California College (CA)
 Southern Vermont College (VT)
 Southwestern College (AZ)
 Spalding University (KY)
 Spring Arbor College (MI)
 Springfield College (MA)
 St. Ambrose University (IA)
 St. Andrews Presbyterian College (NC)
 St. Bonaventure University (NY)
 St. Edward's University (TX)
 St. John Fisher College (NY)
 St. John's University (NY)
 St. Mary's University (TX)
 St. Olaf College (MN)
 Stanford University (CA)
 Stetson University (FL)
 Stevens Institute of Technology (NJ)
 Susquehanna University (PA)
 Teachers College Columbia University (NY)

Teikyo Post University (CT)
 Texas Christian University (TX)
 The Catholic University of America (DC)
 The Defiance College (OH)
 The Sage College (NY)
 Thomas College (ME)
 Thomas Moore College (KY)
 Trinity College of Vermont (VT)
 Tulane University (LA)
 Tusculum University (TN)
 Tuskegee University (AL)
 Union College (NE)
 Union Institute (OH)
 Union Theological Seminary and Presbyterian
 School of Christian Education (VA)
 United States International University (CA)
 University of Bridgeport (CT)
 University of Central Texas (TX)
 University of Charleston (WV)
 University Of Detroit Mercy (MI)
 University of Dubuque (IA)
 University of Hartford (CT)
 University of La Verne (CA)
 University of Miami (FL)
 University of New England (ME)
 University of Portland (OR)
 University of Richmond (VA)
 University of Rio Grande (OH)
 University of Saint Thomas (MN)
 University of San Diego (CA)
 University of San Francisco (CA)
 University of Scranton (PA)
 University of Sioux Falls (SD)
 University of the Ozarks (AR)
 University of the Pacific (CA)
 University of the South (TN)
 University of Tulsa (OK)
 Upper Iowa University (IA)
 Ursuline College (OH)
 Valparaiso University (IN)
 Villanova University (PA)
 Viterbo College (WI)
 Walsh University (OH)
 Warren Wilson College (NC)
 Wartburg College (IA)
 Washington and Jefferson College (PA)
 Washington College (MD)
 Webber College (FL)
 West Virginia Wesleyan College (WV)
 Western Baptist College (OR)
 Western Maryland College (MD)
 Western New England College (MA)
 Westminster College (PA)
 Wheaton College (MA)
 Wheeling Jesuit University (WV)
 Whittier College (CA)

Widener University (PA)
 William Jewell College (MO)
 William Penn College (IA)
 William Woods University (MO)
 William Baptist College (AR)
 Wilmington College (OH)
 Wisconsin Lutheran College (WI)
 Worcester Polytechnic Institute (MA)
 York College of Pennsylvania (PA)
 Xavier University (OH)

SALARY-TREND STUDY OF FACULTY IN
HOME ECONOMICS
FOR THE YEARS
1994-95 AND 1997-98

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1997-98: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs ^{*}(CIP), 1990, including Home Economics. The CIP defines the discipline/major field of Home Economics as,

A summary of groups of instructional programs that describe the relationship of the physical, social, emotional, and intellectual environments to the development of individuals, and the effects of these factors on society and the workplace.*

[^{*}A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 103--19).]

This article summarizes the overall average salary increases in the discipline/major field of Home Economics for both public and private institutions from the "baseline year" of 1994-95 to and including the "trend year" of 1997-98. Of the 305 institutions which participated in CUPA's PUBLIC study of 1994-95, 262 also participated in 1997-98. Data from those same 262 institutions were used in both the baseline year and the trend year. Of the 514 institutions which participated in CUPA's PRIVATE study of 1994-95, 387 also participated in 1997-98. Data from those same 387 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Home Economics for

both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1994-95 and 1997-98).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 32.4 for associate professors of Home Economics in the 1994-95 public study means that 32.4 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the

ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1994-95, PUBLIC 1997-98, PRIVATE 1994-95 and PRIVATE 1997-98. For example, a SALARY FACTOR of 0.96 for associate professors in the discipline/major field of Home Economics in the 1994-95 public study means that their average salary is four percent higher than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1994-95 or 1997-98). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Home Economics with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1994-95 and the "trend year" of 1997-98 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

			PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN
PUBLIC, 1994-95																				
DISCIPLINE: HOME ECONOMICS																				
MAJOR FIELD: Home Economics																				
AVERAGE																				
SALARY	56359	210	67	44427	304	76	36043	318	83	35285	37	25	28728	107	51	42467	939	93		
FAC MIX																				
PC I	22.4%			32.4%			33.9%			3.9%			11.4%			100.0%				
SALARY																				
FACTOR	0.96			0.96			0.95			0.97			1.01			0.90				
ALL MAJOR FIELDS																				
AVERAGE																				
SALARY	58932	28035		46171	23794		38132	23157		36193	3487		28571	5559		47087	80545	262		
FAC MIX																				
PC I	34.8%			29.5%			28.8%			4.3%			6.9%			100.0%				
DISCIPLINE: HOME ECONOMICS																				
MAJOR FIELD: Home Economics																				
PUBLIC, 1997-98																				
AVERAGE																				
SALARY	62636	240	69	48379	290	78	39217	311	81	36585	65	41	31731	121	54	46880	962	90		
FAC MIX																				
PC I	24.9%			30.1%			32.3%			6.8%			12.6%			100.0%				
SALARY																				
FACTOR	0.97			0.96			0.96			0.93			1.02			0.91				
ALL MAJOR FIELDS																				
AVERAGE																				
SALARY	64740	28214		50192	24517		41065	22819		39286	3964		31016	5361		51420	80911	262		
FAC MIX																				
PC I	34.9%			30.3%			28.2%			4.9%			6.6%			100.0%				
DISCIPLINE: HOME ECONOMICS																				
MAJOR FIELD: Home Economics																				
PRIVATE, 1994-95																				
AVERAGE																				
SALARY	86561	39	11	52022	54	23	35308	37	19	34260	4	4	30132	9	8	55846	139	30		
FAC MIX																				
PC I	28.1%			38.8%			26.6%			2.9%			6.5%			100.0%				
SALARY																				
FACTOR	1.45			1.15			0.94			0.98			1.00			1.19				
ALL MAJOR FIELDS																				
AVERAGE																				
SALARY	59877	13579		45094	12852		37388	12597		34897	1749		30044	2016		46880	41044	387		
FAC MIX																				
PC I	33.1%			31.3%			30.7%			4.3%			4.9%			100.0%				
DISCIPLINE: HOME ECONOMICS																				
MAJOR FIELD: Home Economics																				
PRIVATE, 1997-98																				
AVERAGE																				
SALARY	59772	27	14	46910	31	16	38523	42	21	34389	3	2	33351	7	5	45977	107	26		
FAC MIX																				
PC I	25.2%			29.0%			39.3%			2.8%			6.5%			100.0%				
SALARY																				
FACTOR	0.91			0.95			0.95			0.88			1.01			0.89				
ALL MAJOR FIELDS																				
AVERAGE																				
SALARY	65803	14238		49311	13414		40563	12704		39107	2009		33099	2045		51446	42401	387		
FAC MIX																				
PC I	33.6%			31.6%			30.0%			4.7%			4.8%			100.0%				

BEST COPY AVAILABLE

RESULTS OF THE TWO PUBLIC STUDIES: 1994-95 AND 1997-98

In the PUBLIC 1994-95 study in the above table, the discipline/major field of Home Economics was reported in 93 of the 262 public institutions. The average salary of the 939 faculty was \$42,467. This average salary was approximately 10.9 percent lower than the average salary of \$47,087 for all 80,545 faculty in ALL MAJOR FIELDS in the same 1994-95 public study.

For the PUBLIC 1997-98 salary study in the above table, Home Economics was reported in 90 of the same 262 public institutions. The average salary of the 962 faculty was \$46,880. This average salary was approximately 9.7 percent lower than the average salary of \$51,420 for all 80,911 faculty in ALL MAJOR FIELDS in the 1997-98 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Home Economics in the public institutions studied was 10.4 percent (\$46,880 minus \$42,467 equals \$4,413). The CPI of increase cost-of-living between October 1994 and October 1997 was 8.1 percent. In comparison, with the CPI, there was a relative increase in Home Economics average faculty salaries over the three-year period by 2.3 percent or an average of .8 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.2 percent (\$51,420 minus \$47,087 equals \$4,333). In comparison to the discipline/major field of Home Economics (10.4%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.2 percent less than the faculty in the discipline/major field of Home Economics.

In the 1994-95 study the faculty mix percentage in Home Economics is lower at the professor rank than at the assistant professor rank: 22.4 percent vs. 33.9 percent; in the 1997-98 study it is 24.9 percent vs. 32.3 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.8 percent

vs 28.8 percent (1994-95) and 34.9 percent vs 28.2 percent (1997-98).

Finally, the hiring rate of new assistant professors in Home Economics in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1994-95, 3.9 percent (37/939) vs 4.3 percent (3,487/80,545) and higher in 1997-98, 6.8 percent (65/962) vs. 4.9 percent (3,964/80,911).

RESULTS OF THE TWO PRIVATE STUDIES: 1994-95 AND 1997-98

The PRIVATE 1994-95 salary study in the above table indicates that the discipline/major field of Home Economics was reported in 30 of the 387 private institutions. The average salary of the 139 faculty was \$55,846, an average salary 19.1 percent higher than the average salary of \$46,880 for all 41,044 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

In the PRIVATE 1997-98 salary study in the above table, 26 of the same 387 private institutions reported Home Economics. The average salary of the 107 faculty was \$45,977, an average salary 11.9 percent lower than the average salary of \$51,446 for all 42,401 faculty in ALL MAJOR FIELDS in the 1997-98 private study.

The three-year increase in average salaries for all faculty in Home Economics in the private institutions studied was -17.7 percent (\$45,977 minus \$55,846 equals -\$9,869). The CPI increased cost-of-living between October 1994 and October 1997 was 8.1 percent. A more realistic increase, therefore, in the average faculty salaries of Home Economics over the three-year time period, is 25.8 percent or 8.6 percent each year below the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.7 percent (\$51,446 minus \$46,880 equals \$4,566). In comparison to Home Economics (-17.7%), the faculty in ALL MAJOR FIELDS increased their salaries 8.0% more than faculty in Home Economics.

For both studies in the discipline/major field of Home Economics, the faculty mix percentage

is higher at the professor rank in comparison to the assistant professor rank: 28.1 percent vs. 26.6 percent (1994-95); and lower in 1997-98: 25.2 percent vs 39.3 percent, (1997-98). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.1 percent vs. 30.7 percent (1994-95) and 33.6 percent vs. 30.0 (1997-98).

Finally, the hiring rate for new assistant professors in Home Economics was lower than the hiring rate in ALL MAJOR FIELDS in the 1994-95 private study: 2.9 percent (4/139) vs. 4.3 percent (1,749/41,044) and lower in the 1997-98 private study: 2.8 percent (3/107) vs. 4.7 percent (2,009/42,401).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Home Economics and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1994-95 through the "trend year" of 1997-98. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 2,147 (.9%) faculty in the discipline/major field of Home Economics participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 244,901 participating faculty. The same 262 public institutions and the same 387 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Home Economics 1994-95 were 10 percent below and 19 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in

Home Economics in 1997-98 were nine percent and 11 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1997 CPI reflects an 8.1 percent increase over the October 1994 CPI and indicates that the faculty in Home Economics in the public institutions received an average annual salary increase of .8 percent above the cost-of-living. In the private institutions the annual average salary increase was 8.6 percent below the cost-of-living.

Third, in both the 1994-95 and 1997-98 public and 1997-98 private studies in Home Economics, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank; and in the 1994-95 private study it was higher, indicating that in both the public and private studies the discipline/major field of Home Economics is still emerging in the academy.

Finally, the hiring rate of new assistant professors in Home Economics in the 1994-95 and 1997-98 public studies and 1994-95 private studies was lower than the hiring rate of ALL MAJOR FIELDS. However, in the 1997-98 private study the hiring rate was higher than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Home Economics has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and Education studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 9
- B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 10
- C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	GEOGRAPHY
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL	GEOLOGY
ANTHROPOLOGY	HISTORY, GENERAL
ARCHITECTURE AND RELATED PROGRAMS	HOME ECONOMICS
AREA, ETHNIC, AND CULTURAL STUDIES	LIBRARY SCIENCE
ART, GENERAL	MARKETING MANAGEMENT AND RESEARCH
BIOLOGICAL SCIENCES/LIFE SCIENCES	MATHEMATICS
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL	MULTI/INTERDISCIPLINARY STUDIES
BUSINESS MANAGEMENT AND MANAGEMENT, GENERAL	MUSIC, GENERAL
BUSINESS MANAGERIAL ECONOMICS	NURSING (R. N. TRAINING)
CHEMISTRY, GENERAL	OCCUPATIONAL THERAPY
COMMUNICATIONS	PARKS, RECREATION, LEISURE, & FITNESS STUDIES
COMPUTER AND INFORMATION SCIENCES	PHILOSOPHY AND RELIGION
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES	PHYSICAL SCIENCES
CURRICULUM AND INSTRUCTION	PHYSICAL THERAPY
DRAMA/THEATER ARTS, GENERAL	PHYSICS, GENERAL
ECONOMICS, GENERAL	POLITICAL SCIENCE, GENERAL
EDUCATION	PROTECTIVE SERVICES
EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL	PSYCHOLOGY
EDUCATION/INSTRUCTIONAL MEDIA TECH TECHNICIAN	PUBLIC HEALTH, GENERAL
ENGINEERING	READING TEACHER EDUCATION
ENGINEERING-RELATED TECHNOLOGIES	SOCIAL SCIENCES, GENERAL
ENGLISH LANGUAGE AND LITERATURE/LETTERS	SOCIAL WORK
ENTERPRISE MANAGEMENT AND OPERATION, GENERAL	SOCIOLOGY
FOREIGN LANGUAGES AND LITERATURES	SPECIAL EDUCATION, GENERAL
	SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
	TEACHER EDUCATION
	VISUAL AND PERFORMING ARTS
	TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Alabama State University (AL)	Frostburg State University (MD)
Alcorn State University (MS)	George Mason University (VA)
Angelo State University (TX)	Georgia College & State University (GA)
Appalachian State University (NC)	Georgia Southern University (GA)
Arizona State University West (AZ)	Georgia State University (GA)
Arkansas State University (AR)	Glenville State College (WV)
Arkansas Tech University (AR)	Grand Valley State University (MI)
Auburn University at Montgomery (AL)	Harris-Stowe State College (MO)
Augusta State University (GA)	Henderson State University (AR)
Austin Peay State University (TN)	Idaho State University (ID)
Ball State University (IN)	Illinois State University (IL)
Benidji State University (MN)	Indiana State University (IN)
Black Hills State University (SD)	Indiana University at South Bend (IN)
Bloomsburg University of Pennsylvania (PA)	Indiana University East (IN)
Bluefield State College (WV)	Indiana University Kokomo (IN)
Bowie State University (MD)	Indiana University Northwest (IN)
Bridgewater State College (MA)	Indiana University-Purdue University Fort Wayne (IN)
California State University-Bakersfield (CA)	Indiana University-Purdue University Indianapolis (IN)
California State University-Fresno (CA)	Indiana University Southeast (IN)
California State University-Fullerton (CA)	Jacksonville State University (AL)
California State University-Northridge (CA)	James Madison University (VA)
California State University-San Marcos (CA)	Jersey City State College (NJ)
Central Michigan University (MI)	Keene State College (NH)
Central Missouri State University (MO)	Kennesaw State University (GA)
Chadron State College (NE)	Kent State University Main Campus (OH)
Christopher Newport University (VA)	Kentucky State University (KY)
Citadel, Military College of South Carolina, The (SC)	Lake Superior State University (MI)
Clarion University of Pennsylvania (PA)	Lamar University-Beaumont (TX)
Clemson University (SC)	Lander University (SC)
Cleveland State University (OH)	Langston University (OK)
Coastal Carolina University (SC)	Lewis-Clark State College (ID)
College of Charleston (SC)	Lincoln University (PA)
College of New Jersey, The (NJ)	Lock Haven University of Pennsylvania (PA)
Coppin State College (MD)	Longwood College (VA)
Dakota State University (SD)	Louisiana State University and Agricultural and Mechanical College (LA)
Delta State University (MS)	Louisiana State University in Shreveport (LA)
East Carolina University (NC)	Louisiana Tech University (LA)
East Central University (OK)	Marshall University (WV)
East Stroudsburg University of Pennsylvania (PA)	Massachusetts College of Liberal Arts (MA)
Eastern Connecticut University (CT)	Mayville State University (ND)
Eastern Illinois University (IL)	McNeese State University (LA)
Eastern New Mexico University Main Campus (NM)	Mesa State College (CO)
Edinboro University of Pennsylvania (PA)	Metropolitan State College of Denver (CO)
Emporia State University (KS)	Metropolitan State University (MN)
Ferris State University (MI)	Miami University (OH)
Fitchburg State College (MA)	Michigan Technological University (MI)
Fort Hays State University (KS)	Middle Tennessee State University (TN)
Fort Lewis College (CO)	
Francis Marion University (SC)	

Midwestern State University (TX)
 Millersville University of Pennsylvania (PA)
 Minot State University (ND)
 Mississippi State University (MS)
 Mississippi University for Women (MS)
 Missouri Southern State College (MO)
 Missouri Western State College (MO)
 Montana State University-Billings (MT)
 Montclair State University (NJ)
 Moorhead State University (MN)
 Morehead State University (KY)
 Morgan State University (MD)
 Murray State University (KY)
 New Jersey Institute of Technology (NJ)
 New Mexico State University Main Campus (NM)
 Nicholls State University (LA)
 North Carolina Central (NC)
 North Dakota State University Main Campus (ND)
 Northeast Louisiana University (LA)
 Northeastern Illinois University (IL)
 Northeastern State University (OK)
 Northern Arizona University (AZ)
 Northern Kentucky University (KY)
 Northern Michigan University (MI)
 Northwest Missouri State University (MO)
 Northwestern State University (LA)
 Oakland University (MI)
 Ohio State University Main Campus, The (OH)
 Old Dominion University (VA)
 Peru State College (NE)
 Pittsburg State University (KS)
 Plymouth State College (NH)
 Portland State University (OR)
 Purdue University Calumet (IN)
 Radford University (VA)
 Ramapo College of New Jersey (NJ)
 Rhode Island College (RI)
 Richard Stockton College of New Jersey, The (NJ)
 Rowan University (NJ)
 Rutgers, the State University of New Jersey (NJ)
 Saginaw Valley State University (MI)
 Saint Mary's College of Maryland (MD)
 Salem State College (MA)
 Salisbury State University (MD)
 Sam Houston State University (TX)
 San Francisco State University (CA)
 Shawnee State University (OH)
 Shippensburg University of Pennsylvania (PA)
 South Carolina State University (SC)
 South Dakota School of Mines and Technology (SD)
 South Dakota State University (SD)
 Southeast Missouri State University (MO)
 Southeastern Louisiana University (LA)
 Southeastern Oklahoma State University (OK)
 Southern Arkansas University (AR)
 Southern Connecticut State University (CT)
 Southern Illinois University at Carbondale (IL)
 Southern Illinois University at Edwardsville (IL)
 Southern Polytechnic State University (GA)
 Southern University and Agricultural and Mechanical College (LA)
 Southern Utah University (UT)
 Southwest Missouri State University (MO)
 Southwest State University (MN)
 Southwest Texas State University (TX)
 Southwestern Oklahoma State University (OK)
 State University of New York at Binghamton (NY)
 State University of New York at Stony Brook (NY)
 State University of New York College at Brockport (NY)
 State University of New York College at Cortland (NY)
 State University of New York College at Fredonia (NY)
 State University of New York College at Geneseo (NY)
 State University of New York College at Plattsburgh (NY)
 State University of New York Institute of Technology at Utica-Rome (NY)
 State University of West Georgia (GA)
 Tarleton State University (TX)
 Temple University (PA)
 Tennessee Technological University (TN)
 Texas A & M International University (TX)
 Texas A & M University-Commerce (TX)
 Texas A & M University-Corpus Christi (TX)
 Texas Southern University (TX)
 Texas Tech University (TX)
 Texas Woman's University (TX)
 Towson University (MD)
 Troy State University (AL)
 Truman State University (MO)
 University of Akron Main Campus, The (OH)
 University of Alabama in Huntsville (AL)
 University of Arkansas at Little Rock (AR)
 University of Central Arkansas (AR)
 University of Central Oklahoma (OK)
 University of Colorado at Denver (CO)
 University of Delaware (DE)
 University of Houston-Clear Lake (TX)
 University of Houston-Downtown (TX)
 University of Maine (ME)
 University of Maine at Farmington (ME)
 University of Maine at Fort Kent (ME)
 University of Maine at Presque Isle (ME)
 University of Massachusetts Amherst (MA)
 University of Massachusetts Boston (MA)
 University of Massachusetts Dartmouth (MA)
 University of Memphis, The (TN)
 University of Michigan-Dearborn (MI)
 University of Minnesota-Duluth (MN)

University of Minnesota-Morris (MN)
 University of Missouri-Kansas City (MO)
 University of Missouri-Saint Louis (MO)
 University of Montevallo (AL)
 University of Nebraska at Kearney (NE)
 University of Nebraska at Omaha (NE)
 University of Nevada-Las Vegas (NV)
 University of North Carolina at Asheville (NC)
 University of North Carolina at Charlotte (NC)
 University of North Carolina at Greensboro (NC)
 University of North Carolina at Pembroke (NC)
 University of North Carolina at Wilmington (NC)
 University of North Texas (TX)
 University of Northern Colorado (CO)
 University of Puerto Rico Humacao University
 College (PR)
 University of South Alabama (AL)
 University of South Carolina-Aiken (SC)
 University of South Carolina Spartanburg (SC)
 University of Southern Colorado (CO)
 University of Southern Indiana (IN)
 University of Southern Mississippi (MS)
 University of Southwestern Louisiana (LA)
 University of Tennessee at Chattanooga (TN)
 University of Tennessee at Martin (TN)
 University of Tennessee, Memphis (TN)
 University of Texas at Arlington (TX)
 University of Texas at Dallas (TX)
 University of Texas at El Paso (TX)
 University of Texas at San Antonio (TX)
 University of the Virgin Islands, St. Thomas (VI)
 University of Toledo (OH)
 University of West Florida (FL)
 University of Wisconsin-Eau Claire (WI)
 University of Wisconsin-Green Bay (WI)
 University of Wisconsin-La Crosse (WI)
 University of Wisconsin-Oshkosh (WI)
 University of Wisconsin-Platteville (WI)
 University of Wisconsin-Stevens Point (WI)
 University of Wisconsin-Stout (WI)
 University of Wisconsin-Superior (WI)
 University of Wisconsin-Whitewater (WI)
 Valdosta State University (GA)
 Valley City State University (ND)
 Virginia State University (VA)
 Washburn University of Topeka (KS)
 Washington State University (WA)
 Wayne State College (NE)
 Weber State University (UT)
 West Texas A & M University (TX)
 West Virginia University Institute of Technology
 (WV)
 Western Carolina University (NC)
 Western Illinois University (IL)
 Western Kentucky University (KY)
 Western Michigan University (MI)

Western Montana College of the University of
 Montanan (MT)
 Western Oregon University (OR)
 Wichita State University (KS)
 William Paterson University of New Jersey (NJ)
 Winston-Salem State University (NC)
 Winthrop University (SC)
 Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Briar Cliff College (IA)
Agnes Scott College (GA)	Brown University (RI)
Albertson College of Idaho (ID)	Bryan College (TN)
Albertus Magnus College (CT)	Bryant College (RI)
Albright College (PA)	Bryn Mawr College (PA)
Alderson-Broaddus College (WV)	Buena Vista University (IA)
Alfred University (NY)	Butler University (IN)
Allegheny College (PA)	Cabrini College (PA)
Allentown College of St. Francis De Sales (PA)	Caldwell College (NJ)
Alma College (MI)	Calvin College (MI)
Alvernia College (PA)	Canisius College (NY)
Alverno College (WI)	Capitol College (MD)
Amherst College (MA)	Cardinal Stitch College (WI)
Anderson University (IN)	Carlow College (PA)
Antioch University (OH)	Case Western Reserve University (OH)
Aquinas College (MI)	Catawba College (NC)
Asbury College (KY)	Cazenovia College (NY)
Ashland University (OH)	Cedarville College (OH)
Aurora University (IL)	Central Baptist College (AR)
Avila College (MO)	Central Methodist College (MO)
Azusa Pacific University (CA)	Chapman University (CA)
Babson College (MA)	Charleston Southern University (SC)
Baker College of Flint (MI)	Christian Brothers University (TN)
Baker College of Muskegon (MI)	Christian Heritage College (CA)
Baker University (KS)	Claremont McKenna College (CA)
Baldwin-Wallace College (OH)	Clarke College (IA)
Ball State College (IN)	Clarkson College (NE)
Barnard College (NY)	Clarkson University (NY)
Barry University (FL)	Colby-Sawyer College (NH)
Baylor University (TX)	College Misericordia (PA)
Beaver College (PA)	College of Notre Dame of Maryland (MD)
Bellarmino College (KY)	College of Our Lady of the Elms (MA)
Bellevue University (NE)	College of Saint Catherine (MN)
Belmont Abbey College (NC)	College of Saint Elizabeth (NJ)
Belmont University (TN)	College of Saint Mary (NE)
Benedict College (SC)	College of Saint Rose (NY)
Benedictine University (IL)	College of Saint Scholastica (MN)
Bennett College (NC)	College of the Southwest (NM)
Bentley College (MA)	Colorado Christian University (CO)
Bethany College (KS)	Columbia College (MO)
Bethel College (IN)	Columbia College (SC)
Bethel College (KS)	Columbia International University (SC)
Bethel College (MN)	Concordia College Moorhead (MN)
Birmingham-Southern College (AL)	Concordia College (NE)
Blackburn College (IL)	Concordia College (NY)
Bluefield College (VA)	Concordia University (CA)
Bradford College (MA)	Concordia University (MN)
Bradley University (IL)	Cooper Union for the Advancement of Science and Art (The) (NY)
Brandeis University (MA)	
Brenau University (GA)	

Cornerstone College and Grand Rapids Baptist
 Seminary (MI)
 Covenant College (GA)
 Creighton University (NE)
 Culver-Stockton College (MO)
 D'Youville College (NY)
 Dakota Wesleyan University (SD)
 Davidson College (NC)
 Davis & Elkins College (WV)
 DePaul University (IL)
 Dickinson College (PA)
 Doane College (NE)
 Dominican College of Blauvelt (NY)
 Dominican College of San Rafael (CA)
 Dordt College (IA)
 Drake University (IA)
 Drury College (MO)
 Duquesne University (PA)
 East Texas Baptist University (TX)
 Eastern Mennonite University (VA)
 Elder College (FL)
 Edgewood College (WI)
 Elizabethtown College (PA)
 Elmhurst College (IL)
 Elmira College (NY)
 Emerson College (MA)
 Emmanuel College (MA)
 Emory University (GA)
 Eureka College (IL)
 Fairfield University (CT)
 Ferrum College (VA)
 Florida Institute of Technology (FL)
 Franciscan University of Steubenville (OH)
 Franklin College of Indiana (IN)
 Freed-Hardeman University (TN)
 Friends University (KS)
 Gannon University (PA)
 Gardner-Webb University (NC)
 George Washington University (DC)
 Georgetown College (KY)
 Georgian Court College (NJ)
 Golden Gate University (CA)
 Gonzaga University (WA)
 Gordon College (MA)
 Goshen College (IN)
 Grand View College (IA)
 Grinnell College (IA)
 Guilford College (NC)
 Hampton-Sydney College (VA)
 Hannibal-LaGrange College (MO)
 Hartwick College (NY)
 Hastings College (NE)
 Hilbert College (NY)
 Hiram College (OH)
 Hofstra University (NY)
 Holy Family College (PA)

Holy Names College (CA)
 Hope College (MI)
 Houghton College (NY)
 Howard University (DC)
 Husson College (ME)
 Immaculata College (PA)
 Inter American University of Puerto Rico Bayamon
 Campus (PR)
 Iona College (NY)
 Ithaca College (NY)
 Jacksonville University (FL)
 John Brown University (AR)
 John Carroll University (OH)
 John Hopkins University (MD)
 Judson College (AL)
 Juniata College (PA)
 Kalamazoo College (MI)
 Kentucky Wesleyan College (KY)
 Kenyon College (OH)
 King's College (PA)
 La Roche College (PA)
 La Salle University (PA)
 La Sierra University (CA)
 Lafayette College (PA)
 LaGrange College (GA)
 Le Moyne College (NY)
 Lebanon Valley College (PA)
 Lees-McRae College (NC)
 Lenoir-Rhyne College (NC)
 Letourneau University (TX)
 Limestone College (SC)
 Lincoln Memorial University (TN)
 Lindsay Wilson College (KY)
 Loras College (IA)
 Louisiana College (LA)
 Loyola Marymount University (CA)
 Loyola University New Orleans (LA)
 Lycoming College (PA)
 Lynchburg College (VA)
 Lyon College (AR)
 Madonna University (MI)
 Malone College (OH)
 Manhattan Christian College (KS)
 Marian College (IN)
 Marian College of Fond du Lac (WI)
 Marietta College (OH)
 Marist College (NY)
 Mars Hill College (NC)
 Mary Baldwin College (VA)
 Marymount College (NY)
 Marymount University (VA)
 Maryville University of St Louis (MO)
 Marywood College (PA)
 Massachusetts Institute of Technology (MA)
 McMurray University (TX)

McPherson College (KS)	Rensselaer Polytechnic Institute (NY)
Medaille College (NY)	Rhodes College (TN)
Mercer University (GA)	Rider University (NJ)
Mercy College (NY)	Ripon College (WI)
Meredith College (NC)	Rivier College (NH)
Merrimack College (MA)	Roanoke College (VA)
Messiah College (PA)	Robert Morris College (PA)
Midland Lutheran College (NE)	Rockford College (IL)
Midway College (KY)	Rockhurst College (MO)
Milligan College (TN)	Rollins College (FL)
Millikin University (IL)	Roosevelt University (IL)
Molloy College (NY)	Rose-Hulman Institute of Technology (IN)
Monmouth University (NJ)	Sacred Heart University (CT)
Morningside College (IA)	Saint Francis College (IN)
Morris Brown College (GA)	Saint Francis College (PA)
Mount Olive College (NC)	Saint John's University (MN)
Mulhenberg College (PA)	Saint Joseph's University (PA)
Muskingum College (OH)	Saint Mary's College (IN)
National University (CA)	Saint Mary's College of California (CA)
Neumann College (PA)	Saint Mary's University of Minnesota (MN)
New Hampshire College (NH)	Saint Peter's College (NJ)
Niagara University (NY)	Saint Vincent College (PA)
North Carolina Wesleyan College (NC)	Saint Xavier University (IL)
North Central College (IL)	Salem College (NC)
Northeastern University (MA)	Salem-Teikyo University (WV)
Northland College (WI)	Salve Regina University (RI)
Northwest College (WA)	Samuel Merritt College (CA)
Northwestern College (IA)	San Jose Christian College (CA)
Northwestern College (MN)	Santa Clara University (CA)
Norwich University (VT)	Scripps College (CA)
Notre Dame College (NH)	Seattle Pacific University (WA)
Notre Dame College (OH)	Seattle University (WA)
Nova Southeastern University (FL)	Seton Hill College (PA)
Occidental College (CA)	Shorter College (GA)
Oglethorpe University (GA)	Siena College (NY)
Ohio Northern University (OH)	Siena Heights College (MI)
Oklahoma Baptist University (OK)	Sierra Nevada College (NV)
Our Lady of the Lake University (TX)	Simpson College (CA)
Pace University New York Campus (NY)	Simpson College (IA)
Pacific Lutheran University (WA)	Southern Adventist University (TN)
Pacific Oaks College (CA)	Southern California College (CA)
Palm Beach Atlantic College (FL)	Southern Vermont College (VT)
Pepperdine University (CA)	Southwestern College (AZ)
Pfeiffer University (NC)	Spalding University (KY)
Piedmont College (GA)	Spring Arbor College (MI)
Pikeville College (KY)	Springfield College (MA)
Pine Manor College (MA)	St. Ambrose University (IA)
Pittsburgh Theological Seminary (PA)	St. Andrews Presbyterian College (NC)
Point Park College (PA)	St. Bonaventure University (NY)
Presbyterian College (SC)	St. Edward's University (TX)
Providence College (RI)	St. John Fisher College (NY)
Quincy University (IL)	St. John's University (NY)
Randolph-Macon College (VA)	St. Mary's University (TX)
Reed College (OR)	St. Olaf College (MN)
Reformed Bible College (MI)	Stanford University (CA)
Regis College (MA)	Stetson University (FL)

Stevens Institute of Technology (NJ)
 Susquehanna University (PA)
 Teachers College, Columbia University (NY)
 Teikyo Post University (CT)
 Texas Christian University (TX)
 The Catholic University of America (DC)
 The Defiance College, (OH)
 The Sage Colleges (NY)
 Thomas College (ME)
 Thomas More College (KY)
 Trinity College of Vermont (VT)
 Tulane University (LA)
 Tusculum University (TN)
 Tuskegee University (AL)
 Union College (NE)
 Union Institute (OH)
 Union Theological Seminary and Presbyterian
 School of Christian Education (VA)
 United States International University (CA)
 University of Bridgeport (CT)
 University of Central Texas (TX)
 University of Charleston (WV)
 University of Detroit Mercy (MI)
 University of Dubuque (IA)
 University of Hartford (CT)
 University of La Verne (CA)
 University of Miami (FL)
 University of New England (ME)
 University of Portland (OR)
 University of Richmond (VA)
 University of Rio Grande (OH)
 University of Saint Thomas (MN)
 University of San Diego (CA)
 University of San Francisco (CA)
 University of Scranton (PA)
 University of Sioux Falls (SD)
 University of the Ozarks (AR)
 University of the Pacific (CA)
 University of the South (TN)
 University of Tulsa (OK)
 Upper Iowa University (IA)
 Ursuline College (OH)
 Valparaiso University (IN)
 Villanova University (PA)
 Viterbo College (WI)
 Walsh University (OH)
 Warren Wilson College (NC)
 Wartburg College (IA)
 Washington and Jefferson College (PA)
 Washington College (MD)
 Webber College (FL)
 West Virginia Wesleyan College (WV)
 Western Baptist College (OR)
 Western Maryland College (MD)
 Western New England College (MA)
 Westminster College (PA)

Wheaton College (MA)
 Wheeling Jesuit University (WV)
 Whittier College (CA)
 Widener University (PA)
 William Jewell College (MO)
 William Penn College (IA)
 William Woods University (MO)
 Williams Baptist College (AR)
 Wilmington College (OH)
 Wisconsin Lutheran College (WI)
 Worcester Polytechnic Institute (MA)
 Xavier University (OH)
 York College of Pennsylvania (PA)

SALARY-TREND STUDY OF FACULTY IN
LIBRARY SCIENCE
FOR THE YEARS
1994-95 AND 1997-98

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1997-98: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Library Science. The CIP defines the discipline/major field of Library Science as,

A summary of groups of instructional programs that describe that describe the knowledge and skills required to manage and/or maintain libraries and related information and record systems, collections and facilities for research and general use.

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 113--25).]

This article summarizes the overall average salary increases in the discipline/major field of Library Science for both public and private institutions from the "baseline year" of 1994-95 to and including the "trend year" of 1997-98. Of the 305 institutions which participated in CUPA's PUBLIC study of 1994-95, 262 also participated in 1997-98. Data from those same 262 institutions were used in both the baseline year and the trend year. Of the 514 institutions which participated in CUPA's PRIVATE study of 1994-95, 387 also participated in 1997-98. Data from those same 387 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Library Science for both

public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1994-95 and 1997-98).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 33.1 for associate professors of Library Science in the 1994-95 public study means that 33.1 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the

ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1994-95, PUBLIC 1997-98, PRIVATE 1994-95 and PRIVATE 1997-98. For example, a SALARY FACTOR of 1.04 for associate professors in the discipline/major field of Library Science in the 1994-95 public study means that their average salary is four percent higher than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1994-95 or 1997-98). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/majorfields in each of the four studies. Among other things, it is used to compare the discipline/major field of Library Science with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1994-95 and the "trend year" of 1997-98 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

RESULTS OF THE TWO PUBLIC STUDIES: 1994-95 AND 1997-98

In the PUBLIC 1994-95 study in the above table, the discipline/major field of Library Science was reported in 45 of the 262 public institutions. The average salary of the 489 faculty was \$45,054. This average salary was approximately 4.5 percent lower than the average salary of \$47,087 for all 80,545 faculty in ALL MAJOR FIELDS in the same 1994-95 public study.

For the PUBLIC 1997-98 salary study in the above table, Library Science was reported in 47 of the same 262 public institutions. The average salary of the 468 faculty was \$49,793. This average salary was approximately 3.3 percent lower than the average salary of \$51,420 for all 80,911 faculty in ALL MAJOR FIELDS in the 1997-98 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Library Science in the public institutions studied was 10.5 percent (\$49,793 minus \$45,054 equals \$4,739). The CPI of increase cost-of-living between October 1994 and October 1997 was 8.1 percent. In comparison, with the CPI, there was a relative increase in Library Science average faculty salaries over the three-year period by 2.4 percent or an average of .8 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.2 percent (\$51,420 minus \$47,087 equals \$4,333). In comparison to the discipline/major field of Library Science (10.5%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.3 percent less than the faculty in the discipline/major field of Library Science.

In the 1994-95 study the faculty mix percentage in Library Science is lower at the professor rank than at the assistant professor rank: 16.0 percent vs. 38.9 percent; in the 1997-98 study it is 22.0 percent vs. 32.5 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.8 percent vs 28.8 percent

(1994-95) and 34.9 percent vs 28.2 percent (1997-98).

Finally, the hiring rate of new assistant professors in Library Science in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1994-95, 2.2 percent (11/489) vs 4.3 percent (3,487/80,545) and lower in 1997-98, 1.3 percent (6/468) vs. 4.9 percent (3,964/80,911).

RESULTS OF THE TWO PRIVATE STUDIES: 1994-95 AND 1997-98

The PRIVATE 1994-95 salary study in the above table indicates that the discipline/major field of Library Science was reported in 31 of the 387 private institutions. The average salary of the 148 faculty was \$35,127, an average salary 33.4 percent lower than the average salary of \$46,880 for all 41,044 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

In the PRIVATE 1997-98 salary study in the above table, 38 of the same 387 private institutions reported Library Science. The average salary of the 185 faculty was \$38,093, an average salary 35.1 percent lower than the average salary of \$51,446 for all 42,401 faculty in ALL MAJOR FIELDS in the 1997-98 private study.

The three-year increase in average salaries for all faculty in Library Science in the private institutions studied was 8.4 percent (\$38,093 minus \$35,127 equals \$2,966). The CPI increased cost-of-living between October 1994 and October 1997 was 8.1 percent. A more realistic increase, therefore, in the average faculty salaries of Library Science over the three-year time period, is .3 percent or .1 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.7 percent (\$51,446 minus \$46,880 equals \$4,566). In comparison to Library Science (8.4%), the faculty in ALL MAJOR FIELDS increased their salaries .3 percent (8.4% minus 8.1% equals .3%) more than faculty in Library Science.

For both studies in the discipline/major field of Library Science, the faculty mix percentage

is lower at the professor rank in comparison to the assistant professor rank: 9.5 percent vs. 41.2 percent (1994-95); and 7.6 percent vs 47.0 percent, (1997-98). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.1 percent vs. 30.7 percent (1994-95) and 33.6 percent vs. 30.0 (1997-98).

Finally, the hiring rate for new assistant professors in Library Science was higher than the hiring rate in ALL MAJOR FIELDS in the 1994-95 private study: 5.4 percent (8/148) vs. 4.3 percent (1,749/41,044) and higher in the 1997-98 private study: 5.9 percent (11/185) vs. 4.7 percent (2,009/42,401).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Library Science and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1994-95 through the "trend year" of 1997-98. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 822 (.3%) faculty in the discipline/major field of Library Science participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 244,901 participating faculty. The same 262 public institutions and the same 387 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Library Science 1994-95 were four percent and 25 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in

Library Science in 1997-98 were three percent and 26 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1997 CPI reflects an 8.1 percent increase over the October 1994 CPI and indicates that the faculty in Library Science in the public institutions received an average annual salary increase of .8 percent above the cost-of-living. In the private institutions the annual average salary increase was .1 percent above the cost-of-living.

Third, in both the 1994-95 and 1997-98 public and private studies in Library Science the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Library Science is still emerging in the academy.

Finally, the hiring rate of new assistant professors in Library Science in the 1994-95 and 1997-98 public studies was lower than the hiring rate of ALL MAJOR FIELDS; and, in the 1994-95 and 1997-98 private studies it was higher than the hiring rate of ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Library Science has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and Education studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 9
- B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 10
- C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	GEOGRAPHY
ADMINISTRATIVE ASSISTANT/SECRETARIAL	GEOLOGY
SCIENCE, GENERAL	HISTORY, GENERAL
ANTHROPOLOGY	HOME ECONOMICS
ARCHITECTURE AND RELATED PROGRAMS	LIBRARY SCIENCE
AREA, ETHNIC, AND CULTURAL STUDIES	MARKETING MANAGEMENT AND RESEARCH
ART, GENERAL	MATHEMATICS
BIOLOGICAL SCIENCES/LIFE SCIENCES	MULTI/INTERDISCIPLINARY STUDIES
BUSINESS ADMINISTRATION AND MANAGEMENT,	MUSIC, GENERAL
GENERAL	NURSING (R. N. TRAINING)
BUSINESS MANAGEMENT AND	OCCUPATIONAL THERAPY
MANAGEMENT, GENERAL	PARKS, RECREATION, LEISURE, & FITNESS STUDIES
BUSINESS MANAGERIAL ECONOMICS	PHILOSOPHY AND RELIGION
CHEMISTRY, GENERAL	PHYSICAL SCIENCES
COMMUNICATIONS	PHYSICAL THERAPY
COMPUTER AND INFORMATION SCIENCES	PHYSICS, GENERAL
COUNSELOR EDUCATION STUDENT COUNSELING	POLITICAL SCIENCE, GENERAL
AND GUIDANCE SERVICES	PROTECTIVE SERVICES
CURRICULUM AND INSTRUCTION	PSYCHOLOGY
DRAMA THEATER ARTS, GENERAL	PUBLIC HEALTH, GENERAL
ECONOMICS, GENERAL	READING TEACHER EDUCATION
EDUCATION	SOCIAL SCIENCES, GENERAL
EDUCATION ADMINISTRATION AND	SOCIAL WORK
SUPERVISION, GENERAL	SOCIOLOGY
EDUCATION INSTRUCTIONAL MEDIA	SPECIAL EDUCATION, GENERAL
TECH TECHNICIAN	SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
ENGINEERING	TEACHER EDUCATION
ENGINEERING RELATED TECHNOLOGIES	VISUAL AND PERFORMING ARTS
ENGLISH LANGUAGE AND	
LITERATURE/LETTERS	
ENTERPRISE MANAGEMENT AND OPERATION,	TOTAL 53
GENERAL	
FOREIGN LANGUAGES AND LITERATURES	

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Alabama State University (AL)	Frostburg State University (MD)
Alcorn State University (MS)	George Mason University (VA)
Angelo State University (TX)	Georgia College & State University (GA)
Appalachian State University (NC)	Georgia Southern University (GA)
Arizona State University West (AZ)	Georgia State University (GA)
Arkansas State University (AR)	Glenville State College (WV)
Arkansas Tech University (AR)	Grand Valley State University (MI)
Auburn University at Montgomery (AL)	Harris-Stowe State College (MO)
Augusta State University (GA)	Henderson State University (AR)
Austin Peay State University (TN)	Idaho State University (ID)
Ball State University (IN)	Illinois State University (IL)
Benildji State University (MN)	Indiana State University (IN)
Black Hills State University (SD)	Indiana University at South Bend (IN)
Bloomsburg University of Pennsylvania (PA)	Indiana University East (IN)
Bluefield State College (WV)	Indiana University Kokomo (IN)
Bowie State University (MD)	Indiana University Northwest (IN)
Bridgewater State College (MA)	Indiana University-Purdue University Fort Wayne (IN)
California State University-Bakersfield (CA)	Indiana University-Purdue University Indianapolis (IN)
California State University-Fresno (CA)	Indiana University Southeast (IN)
California State University-Fullerton (CA)	Jacksonville State University (AL)
California State University-Northridge (CA)	James Madison University (VA)
California State University-San Marcos (CA)	Jersey City State College (NJ)
Central Michigan University (MI)	Keene State College (NH)
Central Missouri State University (MO)	Kennesaw State University (GA)
Chadron State College (NE)	Kent State University Main Campus (OH)
Christopher Newport University (VA)	Kentucky State University (KY)
Citadel, Military College of South Carolina, The (SC)	Lake Superior State University (MI)
Clarion University of Pennsylvania (PA)	Lamar University-Beaumont (TX)
Clemson University (SC)	Lander University (SC)
Cleveland State University (OH)	Langston University (OK)
Coastal Carolina University (SC)	Lewis-Clark State College (ID)
College of Charleston (SC)	Lincoln University (PA)
College of New Jersey, The (NJ)	Lock Haven University of Pennsylvania (PA)
Coppin State College (MD)	Longwood College (VA)
Dakota State University (SD)	Louisiana State University and Agricultural and Mechanical College (LA)
Delta State University (MS)	Louisiana State University in Shreveport (LA)
East Carolina University (NC)	Louisiana Tech University (LA)
East Central University (OK)	Marshall University (WV)
East Stroudsburg University of Pennsylvania (PA)	Massachusetts College of Liberal Arts (MA)
Eastern Connecticut University (CT)	Mayville State University (ND)
Eastern Illinois University (IL)	McNeese State University (LA)
Eastern New Mexico University Main Campus (NM)	Mesa State College (CO)
Edinboro University of Pennsylvania (PA)	Metropolitan State College of Denver (CO)
Emporia State University (KS)	Metropolitan State University (MN)
Ferris State University (MI)	Miami University (OH)
Fitchburg State College (MA)	Michigan Technological University (MI)
Fort Hays State University (KS)	Middle Tennessee State University (TN)
Fort Lewis College (CO)	
Francis Marion University (SC)	

Midwestern State University (TX)
 Millersville University of Pennsylvania (PA)
 Minot State University (ND)
 Mississippi State University (MS)
 Mississippi University for Women (MS)
 Missouri Southern State College (MO)
 Missouri Western State College (MO)
 Montana State University-Billings (MT)
 Montclair State University (NJ)
 Moorhead State University (MN)
 Morehead State University (KY)
 Morgan State University (MD)
 Murray State University (KY)
 New Jersey Institute of Technology (NJ)
 New Mexico State University Main Campus (NM)
 Nicholls State University (LA)
 North Carolina Central (NC)
 North Dakota State University Main Campus (ND)
 Northeast Louisiana University (LA)
 Northeastern Illinois University (IL)
 Northeastern State University (OK)
 Northern Arizona University (AZ)
 Northern Kentucky University (KY)
 Northern Michigan University (MI)
 Northwest Missouri State University (MO)
 Northwestern State University (LA)
 Oakland University (MI)
 Ohio State University Main Campus, The (OH)
 Old Dominion University (VA)
 Penn State College (NE)
 Pittsburg State University (KS)
 Plymouth State College (NH)
 Portland State University (OR)
 Purdue University Calumet (IN)
 Radford University (VA)
 Ramapo College of New Jersey (NJ)
 Rhode Island College (RI)
 Richard Stockton College of New Jersey, The (NJ)
 Rowan University (NJ)
 Rutgers, the State University of New Jersey (NJ)
 Saginaw Valley State University (MI)
 Saint Mary's College of Maryland (MD)
 Salem State College (MA)
 Salisbury State University (MD)
 Sam Houston State University (TX)
 San Francisco State University (CA)
 Shawnee State University (OH)
 Shippensburg University of Pennsylvania (PA)
 South Carolina State University (SC)
 South Dakota School of Mines and Technology (SD)
 South Dakota State University (SD)
 Southeast Missouri State University (MO)
 Southeastern Louisiana University (LA)
 Southeastern Oklahoma State University (OK)
 Southern Arkansas University (AR)
 Southern Connecticut State University (CT)
 Southern Illinois University at Carbondale (IL)
 Southern Illinois University at Edwardsville (IL)
 Southern Polytechnic State University (GA)
 Southern University and Agricultural and
 Mechanical College (LA)
 Southern Utah University (UT)
 Southwest Missouri State University (MO)
 Southwest State University (MN)
 Southwest Texas State University (TX)
 Southwestern Oklahoma State University (OK)
 State University of New York at Binghamton (NY)
 State University of New York at Stony Brook (NY)
 State University of New York College at Brockport
 (NY)
 State University of New York College at Cortland
 (NY)
 State University of New York College at Fredonia
 (NY)
 State University of New York College at Geneseo
 (NY)
 State University of New York College at Plattsburgh
 (NY)
 State University of New York Institute of
 Technology at Utica-Rome (NY)
 State University of West Georgia (GA)
 Tarleton State University (TX)
 Temple University (PA)
 Tennessee Technological University (TN)
 Texas A & M International University (TX)
 Texas A & M University-Commerce (TX)
 Texas A & M University-Corpus Christi (TX)
 Texas Southern University (TX)
 Texas Tech University (TX)
 Texas Woman's University (TX)
 Towson University (MD)
 Troy State University (AL)
 Truman State University (MO)
 University of Akron Main Campus, The (OH)
 University of Alabama in Huntsville (AL)
 University of Arkansas at Little Rock (AR)
 University of Central Arkansas (AR)
 University of Central Oklahoma (OK)
 University of Colorado at Denver (CO)
 University of Delaware (DE)
 University of Houston-Clear Lake (TX)
 University of Houston-Downtown (TX)
 University of Maine (ME)
 University of Maine at Farmington (ME)
 University of Maine at Fort Kent (ME)
 University of Maine at Presque Isle (ME)
 University of Massachusetts Amherst (MA)
 University of Massachusetts Boston (MA)
 University of Massachusetts Dartmouth (MA)
 University of Memphis, The (TN)
 University of Michigan-Dearborn (MI)
 University of Minnesota-Duluth (MN)

University of Minnesota-Morris (MN)
 University of Missouri-Kansas City (MO)
 University of Missouri-Saint Louis (MO)
 University of Montevallo (AL)
 University of Nebraska at Kearney (NE)
 University of Nebraska at Omaha (NE)
 University of Nevada Las Vegas (NV)
 University of North Carolina at Asheville (NC)
 University of North Carolina at Charlotte (NC)
 University of North Carolina at Greensboro (NC)
 University of North Carolina at Pembroke (NC)
 University of North Carolina at Wilmington (NC)
 University of North Texas (TX)
 University of Northern Colorado (CO)
 University of Puerto Rico Humacao University
 College (PR)
 University of South Alabama (AL)
 University of South Carolina-Aiken (SC)
 University of South Carolina Spartanburg (SC)
 University of Southern Colorado (CO)
 University of Southern Indiana (IN)
 University of Southern Mississippi (MS)
 University of Southwestern Louisiana (LA)
 University of Tennessee at Chattanooga (TN)
 University of Tennessee at Martin (TN)
 University of Tennessee, Memphis (TN)
 University of Texas at Arlington (TX)
 University of Texas at Dallas (TX)
 University of Texas at El Paso (TX)
 University of Texas at San Antonio (TX)
 University of the Virgin Islands, St. Thomas (VI)
 University of Toledo (OH)
 University of West Florida (FL)
 University of Wisconsin-Eau Claire (WI)
 University of Wisconsin-Green Bay (WI)
 University of Wisconsin-La Crosse (WI)
 University of Wisconsin-Oshkosh (WI)
 University of Wisconsin-Platteville (WI)
 University of Wisconsin-Stevens Point (WI)
 University of Wisconsin-Stout (WI)
 University of Wisconsin-Superior (WI)
 University of Wisconsin-Whitewater (WI)
 Valdosta State University (GA)
 Valley City State University (ND)
 Virginia State University (VA)
 Washburn University of Topeka (KS)
 Washington State University (WA)
 Wayne State College (NE)
 Weber State University (UT)
 West Texas A & M University (TX)
 West Virginia University Institute of Technology
 (WV)
 Western Carolina University (NC)
 Western Illinois University (IL)
 Western Kentucky University (KY)
 Western Michigan University (MI)

Western Montana College of the University of
 Montanan (MT)
 Western Oregon University (OR)
 Wichita State University (KS)
 William Paterson University of New Jersey (NJ)
 Winston-Salem State University (NC)
 Winthrop University (SC)
 Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Briar Cliff College (IA)
Agnes Scott College (GA)	Brown University (RI)
Albertson College of Idaho (ID)	Bryan College (TN)
Albertus Magnus College (CT)	Bryant College (RI)
Albright College (PA)	Bryn Mawr College (PA)
Alderson-Broadbush College (WV)	Buena Vista University (IA)
Alfred University (NY)	Butler University (IN)
Allegheny College (PA)	Cabrini College (PA)
Allentown College of St. Francis De Sales (PA)	Caldwell College (NJ)
Alma College (MI)	Calvin College (MI)
Alvernia College (PA)	Canisius College (NY)
Alverno College (WI)	Capitol College (MD)
Amherst College (MA)	Cardinal Stiech College (WI)
Anderson University (IN)	Carlow College (PA)
Antioch University (OH)	Case Western Reserve University (OH)
Aquinas College (MI)	Catawba College (NC)
Asbury College (KY)	Cazenovia College (NY)
Ashland University (OH)	Cedarville College (OH)
Aurora University (IL)	Central Baptist College (AR)
Avila College (MO)	Central Methodist College (MO)
Azusa Pacific University (CA)	Chapman University (CA)
Babson College (MA)	Charleston Southern University (SC)
Baker College of Flint (MI)	Christian Brothers University (TN)
Baker College of Muskegon (MI)	Christian Heritage College (CA)
Baker University (KS)	Claremont McKenna College (CA)
Baldwin-Wallace College (OH)	Clarke College (IA)
Barat College (IL)	Clarkson College (NE)
Barnard College (NY)	Clarkson University (NY)
Barry University (FL)	Colby-Sawyer College (NH)
Bastyr University (WA)	College Misericordia (PA)
Beaver College (PA)	College of Notre Dame of Maryland (MD)
Bellarmino College (KY)	College of Our Lady of the Flims (MA)
Bellevue University (NE)	College of Saint Catherine (MN)
Belmont Abbey College (NC)	College of Saint Elizabeth (NJ)
Belmont University (TN)	College of Saint Mary (NE)
Benedict College (SC)	College of Saint Rose (NY)
Benedictine University (IL)	College of Saint Scholastica (MN)
Bennett College (NC)	College of the Southwest (NM)
Bentley College (MA)	Colorado Christian University (CO)
Bethany College (KS)	Columbia College (MO)
Bethel College (IN)	Columbia College (SC)
Bethel College (KS)	Columbia International University (SC)
Bethel College (MN)	Concordia College Moorhead (MN)
Birmingham-Southern College (AL)	Concordia College (NE)
Blackburn College (IL)	Concordia College (NY)
Bluefield College (VA)	Concordia University (CA)
Bradford College (MA)	Concordia University (MN)
Bradley University (IL)	Cooper Union for the Advancement of Science and Art (The) (NY)
Brandeis University (MA)	
Brenau University (GA)	

Cornerstone College and Grand Rapids Baptist
 Seminary (MI)
 Covenant College (GA)
 Creighton University (NE)
 Culver-Stockton College (MO)
 D'Youville College (NY)
 Dakota Wesleyan University (SD)
 Davidson College (NC)
 Davis & Elkins College (WV)
 DePaul University (IL)
 Dickinson College (PA)
 Doane College (NE)
 Dominican College of Blauvelt (NY)
 Dominican College of San Rafael (CA)
 Dordt College (IA)
 Drake University (IA)
 Drury College (MO)
 Duquesne University (PA)
 East Texas Baptist University (TX)
 Eastern Mennonite University (VA)
 Eckerd College (FL)
 Edgewood College (WI)
 Elizabethtown College (PA)
 Elmhurst College (IL)
 Emira College (NY)
 Emerson College (MA)
 Emmanuel College (MA)
 Emory University (GA)
 Eureka College (IL)
 Fairfield University (CT)
 Ferrum College (VA)
 Florida Institute of Technology (FL)
 Franciscan University of Steubenville (OH)
 Franklin College of Indiana (IN)
 Freed-Hardeman University (TN)
 Friends University (KS)
 Gannon University (PA)
 Gardner-Webb University (NC)
 George Washington University (DC)
 Georgetown College (KY)
 Georgian Court College (NJ)
 Golden Gate University (CA)
 Gonzaga University (WA)
 Gordon College (MA)
 Goshen College (IN)
 Grand View College (IA)
 Grinnell College (IA)
 Guilford College (NC)
 Hampton-Sydney College (VA)
 Hannibal-LaGrange College (MO)
 Hartwick College (NY)
 Hastings College (NE)
 Hilbert College (NY)
 Hiram College (OH)
 Hofstra University (NY)
 Holy Family College (PA)

Holy Names College (CA)
 Hope College (MI)
 Houghton College (NY)
 Howard University (DC)
 Husson College (ME)
 Immaculata College (PA)
 Inter American University of Puerto Rico Bayamon
 Campus (PR)
 Iona College (NY)
 Ithaca College (NY)
 Jacksonville University (FL)
 John Brown University (AR)
 John Carroll University (OH)
 John Hopkins University (MD)
 Judson College (AL)
 Juniata College (PA)
 Kalamazoo College (MI)
 Kentucky Wesleyan College (KY)
 Kenyon College (OH)
 King's College (PA)
 La Roche College (PA)
 La Salle University (PA)
 LaSierra University (CA)
 Lafayette College (PA)
 LaGrange College (GA)
 Le Moyne College (NY)
 Lebanon Valley College (PA)
 Lees-McRae College (NC)
 Le noir-Rhyne College (NC)
 Letourneau University (TX)
 Limestone College (SC)
 Lincoln Memorial University (TN)
 Lindsay Wilson College (KY)
 Loras College (IA)
 Louisiana College (LA)
 Loyola Marymount University (CA)
 Loyola University New Orleans (LA)
 Lycoming College (PA)
 Lynchburg College (VA)
 Lyon College (AR)
 Madonna University (MI)
 Malone College (OH)
 Manhattan Christian College (KS)
 Marian College (IN)
 Marian College of Fond du lac (WI)
 Marietta College (OH)
 Marist College (NY)
 Mars Hill College (NC)
 Mary Baldwin College (VA)
 Marymount College (NY)
 Marymount University (VA)
 Maryville University of St Louis (MO)
 Marywood College (PA)
 Massachusetts Institute of Technology (MA)
 McMurray University (TX)

McPherson College (KS)
 Medville College (NY)
 Mercer University (GA)
 Mercy College (NY)
 Meredith College (NC)
 Merrimack College (MA)
 Messiah College (PA)
 Midland Lutheran College (NE)
 Midway College (KY)
 Milligan College (TN)
 Millikin University (IL)
 Molloy College (NY)
 Monmouth University (NJ)
 Morningside College (IA)
 Morris Brown College (GA)
 Mount Olive College (NC)
 Mulhenberg College (PA)
 Muskingum College (OH)
 National University (CA)
 Neumann College (PA)
 New Hampshire College (NH)
 Niagara University (NY)
 North Carolina Wesleyan College (NC)
 North Central College (IL)
 Northeastern University (MA)
 Northland College (WI)
 Northwest College (WA)
 Northwestern College (IA)
 Northwestern College (MN)
 Norwich University (VT)
 Notre Dame College (NH)
 Notre Dame College (OH)
 Nova Southeastern University (FL)
 Occidental College (CA)
 Oglethorpe University (GA)
 Ohio Northern University (OH)
 Oklahoma Baptist University (OK)
 Our Lady of the Lake University (TX)
 Pace University New York Campus (NY)
 Pacific Lutheran University (WA)
 Pacific Oaks College (CA)
 Palm Beach Atlantic College (FL)
 Pepperdine University (CA)
 Pfeiffer University (NC)
 Piedmont College (GA)
 Pikeville College (KY)
 Pine Manor College (MA)
 Pittsburgh Theological Seminary (PA)
 Point Park College (PA)
 Presbyterian College (SC)
 Providence College (RI)
 Quincy University (IL)
 Randolph-Macon College (VA)
 Reed College (OR)
 Reformed Bible College (MI)
 Regis College (MA)

Rensselaer Polytechnic Institute (NY)
 Rhodes College (TN)
 Rider University (NJ)
 Ripon College (WI)
 Rivier College (NH)
 Roanoke College (VA)
 Robert Morris College (PA)
 Rockford College (IL)
 Rockhurst College (MO)
 Rollins College (FL)
 Roosevelt University (IL)
 Rose-Hulman Institute of Technology (IN)
 Sacred Heart University (CT)
 Saint Francis College (IN)
 Saint Francis College (PA)
 Saint John's University (MN)
 Saint Joseph's University (PA)
 Saint Mary's College (IN)
 Saint Mary's College of California (CA)
 Saint Mary's University of Minnesota (MN)
 Saint Peter's College (NJ)
 Saint Vincent College (PA)
 Saint Xavier University (IL)
 Salem College (NC)
 Salem-Teikyo University (WV)
 Salve Regina University (RI)
 Samuel Merritt College (CA)
 San Jose Christian College (CA)
 Santa Clara University (CA)
 Scripps College (CA)
 Seattle Pacific University (WA)
 Seattle University (WA)
 Seton Hill College (PA)
 Shorter College (GA)
 Siena College (NY)
 Siena Heights College (MI)
 Sierra Nevada College (NV)
 Simpson College (IA)
 Simpson College (CA)
 Southern Adventist University (TN)
 Southern California College (CA)
 Southern Vermont College (VT)
 Southwestern College (AZ)
 Spalding University (KY)
 Spring Arbor College (MI)
 Springfield College (MA)
 St. Ambrose University (IA)
 St. Andrews Presbyterian College (NC)
 St. Bonaventure University (NY)
 St. Edward's University (TX)
 St. John Fisher College (NY)
 St. John's University (NY)
 St. Mary's University (TX)
 St. Olaf College (MN)
 Stanford University (CA)
 Stetson University (FL)

Stevens Institute of Technology (NJ)	Wheaton College (MA)
Susquehanna University (PA)	Wheeling Jesuit University (WV)
Teachers College, Columbia University (NY)	Whittier College (CA)
Teikyo Post University (CT)	Widener University (PA)
Texas Christian University (TX)	William Jewell College (MO)
The Catholic University of America (DC)	William Penn College (IA)
The Defiance College (OH)	William Woods University (MO)
The Sage Colleges (NY)	Williams Baptist College (AR)
Thomas College (ME)	Wilmington College (OH)
Thomas More College (KY)	Wisconsin Lutheran College (WI)
Trinity College of Vermont (VT)	Worcester Polytechnic Institute (MA)
Tulane University (LA)	Xavier University (OH)
Tusculum University (TN)	York College of Pennsylvania (PA)
Tuskegee University (AL)	
Union College (NE)	
Union Institute (OH)	
Union Theological Seminary and Presbyterian School of Christian Education (VA)	
United States International University (CA)	
University of Bridgeport (CT)	
University of Central Texas (TX)	
University of Charleston (WV)	
University of Detroit Mercy (MI)	
University of Dubuque (IA)	
University of Hartford (CT)	
University of La Verne (CA)	
University of Miami (FL)	
University of New England (ME)	
University of Portland (OR)	
University of Richmond (VA)	
University of Rio Grande (OH)	
University of Saint Thomas (MN)	
University of San Diego (CA)	
University of San Francisco (CA)	
University of Scranton (PA)	
University of Sioux Falls (SD)	
University of the Ozarks (AR)	
University of the Pacific (CA)	
University of the South (TN)	
University of Tulsa (OK)	
Upper Iowa University (IA)	
Ursuline College (OH)	
Valparaiso University (IN)	
Villanova University (PA)	
Viterbo College (WI)	
Walsh University (OH)	
Warren Wilson College (NC)	
Wartburg College (IA)	
Washington and Jefferson College (PA)	
Washington College (MD)	
Webber College (FL)	
West Virginia Wesleyan College (WV)	
Western Baptist College (OR)	
Western Maryland College (MD)	
Western New England College (MA)	
Westminster College (PA)	

SALARY-TREND STUDY OF FACULTY IN
MARKETING MANAGEMENT AND RESEARCH
FOR THE YEARS
1994-95 AND 1997-98

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1997-98: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Marketing Management and Research. The CIP defines the discipline/major field of Marketing Management and Research as,

A group of instructional programs that prepares individuals to provide services for moving goods and services from producer to consumer and to manage such services.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 198--52.14).]

This article summarizes the overall average salary increases in the discipline/major field of Marketing Management and Research for both public and private institutions from the "baseline year" of 1994-95 to and including the "trend year" of 1997-98. Of the 305 institutions which participated in CUPA's PUBLIC study of 1994-95, 262 also participated in 1997-98. Data from those same 262 institutions were used in both the baseline year and the trend year. Of the 514 institutions which participated in CUPA's PRIVATE study of 1994-95, 387 also participated in 1997-98. Data from those same 387 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Marketing Management and Research for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1994-95 and 1997-98).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 30.5 for associate professors of Marketing Management and Research in the 1994-95 public study means that 30.5 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1994-95, PUBLIC 1997-98, PRIVATE 1994-95 and PRIVATE 1997-98. For example, a SALARY FACTOR of 1.22 for associate professors in the discipline/major field of Marketing Management and Research in the 1994-95 public study means that their average salary is 22 percent higher than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1994-95 or 1997-98). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/majorfields in each of the four studies. Among other things, it is used to compare the discipline/majorfield of Marketing Management and Research with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1994-95 and the "trend year" of 1997-98 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	NIN	SALARY	NUM	NIN	SALARY	NUM	NIN	SALARY	NUM	NIN	SALARY	NUM	NIN	SALARY	NUM	NIN
DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES																		
MAJOR FIELD: Marketing Management and Research																		
PUBLIC, 1994-95																		
AVERAGE																		
SALARY	66468	333	101	56190	293	100	51727	287	99	51939	44	36	32038	47	34	57238	960	123
FAC MIN																		
PC I	34.7%			30.5%			29.9%			4.6%			4.9%			100.0%		
SALARY																		
FAC TOR	1.13			1.22			1.36			1.44			1.12			1.22		
ALL MAJOR FIELDS																		
AVERAGE																		
SALARY	58932	28035		46171	23794		38132	23157		36193	3487		28571	5559		47087	80545	262
FAC MIN																		
PC I	34.8%			29.8%			28.8%			4.3%			6.9%			100.0%		
DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES																		
MAJOR FIELD: Marketing Management and Research																		
PUBLIC, 1997-98																		
AVERAGE																		
SALARY	73945	367	106	62568	297	105	54681	232	92	53478	41	33	35682	43	30	63835	939	124
FAC MIN																		
PC I	39.1%			31.6%			24.7%			4.4%			4.6%			100.0%		
SALARY																		
FAC TOR	1.14			1.23			1.33			1.36			1.15			1.24		
ALL MAJOR FIELDS																		
AVERAGE																		
SALARY	64740	28214		50192	24517		41065	22819		39286	3964		31016	5361		51420	80911	262
FAC MIN																		
PC I	34.9%			30.3%			28.2%			4.9%			6.6%			100.0%		
DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES																		
MAJOR FIELD: Marketing Management and Research																		
PRIVATE, 1994-95																		
AVERAGE																		
SALARY	73323	97	45	57231	170	66	52122	153	72	53413	14	13	38765	22	16	58075	442	99
FAC MIN																		
PC I	21.9%			38.5%			34.6%			3.2%			5.0%			100.0%		
SALARY																		
FAC TOR	1.22			1.27			1.39			1.53			1.29			1.24		
ALL MAJOR FIELDS																		
AVERAGE																		
SALARY	59877	13579		45094	12852		37388	12597		34897	1749		30044	2016		46880	41044	387
FAC MIN																		
PC I	33.1%			31.3%			30.7%			4.3%			4.9%			100.0%		
DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES																		
MAJOR FIELD: Marketing Management and Research																		
PRIVATE, 1997-98																		
AVERAGE																		
SALARY	81269	105	48	65446	161	66	57025	129	56	60231	19	11	43531	15	12	66047	410	91
FAC MIN																		
PC I	25.6%			39.3%			31.5%			4.6%			3.7%			100.0%		
SALARY																		
FAC TOR	1.24			1.33			1.41			1.54			1.32			1.28		
ALL MAJOR FIELDS																		
AVERAGE																		
SALARY	65803	14238		49311	13414		40563	12704		39107	2089		33099	2045		51446	42401	387
FAC MIN																		
PC I	33.6%			31.6%			30.0%			4.7%			4.8%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES: 1994-95 AND 1997-98

In the PUBLIC 1994-95 study in the above table, the discipline/major field of Marketing Management and Research was reported in 123 of the 262 public institutions. The average salary of the 960 faculty was \$57,238. This average salary was approximately 21.6 percent higher than the average salary of \$47,087 for all 80,545 faculty in ALL MAJOR FIELDS in the same 1994-95 public study.

For the PUBLIC 1997-98 salary study in the above table, Marketing Management and Research was reported in 124 of the same 262 public institutions. The average salary of the 939 faculty was \$63,835. This average salary was approximately 24.1 percent higher than the average salary of \$51,420 for all 80,911 faculty in ALL MAJOR FIELDS in the 1997-98 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Marketing Management and Research in the public institutions studied was 11.5 percent (\$63,835 minus \$57,238 equals \$6,597). The CPI of increase cost-of-living between October 1994 and October 1997 was 8.1 percent. In comparison, with the CPI, there was a relative increase in Marketing Management and Research average faculty salaries over the three-year period by 3.4 percent or an average of 1.3 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.2 percent (\$51,420 minus \$47,087 equals \$4,333). In comparison to the discipline/major field of Marketing Management and Research (11.5%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 2.3 percent more than the faculty in the discipline/major field of Marketing Management and Research.

In the 1994-95 study the faculty mix percentage in Marketing Management and Research is higher at the professor rank than at the assistant professor rank: 34.7 percent vs. 29.9 percent; and higher in the 1997-98 study; 39.1 percent vs 24.7 percent. The differences in faculty mix percentage

at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.8 percent vs 28.8 percent (1994-95) and 34.9 percent vs 28.2 percent (1997-98).

Finally, the hiring rate of new assistant professors in Marketing Management and Research in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1994-95, 4.6 percent (44/960) vs 4.3 percent (3,487/80,545) and lower in 1997-98, 4.4 percent (41/939) vs. 4.9 percent (3,964/80,911).

RESULTS OF THE TWO PRIVATE STUDIES: 1994-95 AND 1997-98

The PRIVATE 1994-95 salary study in the above table indicates that the discipline/major field of Marketing Management and Research was reported in 99 of the 387 private institutions. The average salary of the 442 faculty was \$58,075, an average salary 23.9 percent higher than the average salary of \$46,880 for all 41,044 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

In the PRIVATE 1997-98 salary study in the above table, 91 of the same 387 private institutions reported Marketing Management and Research. The average salary of the 410 faculty was \$66,047, an average salary 28.4 percent higher than the average salary of \$51,446 for all 42,401 faculty in ALL MAJOR FIELDS in the 1997-98 private study.

The three-year increase in average salaries for all faculty in Marketing Management and Research in the private institutions studied was 13.7 percent (\$66,047 minus \$58,075 equals \$7,972). The CPI increased cost-of-living between October 1994 and October 1997 was 8.1 percent. A more realistic increase, therefore, in the average faculty salaries of Marketing Management and Research over the three-year time period, is 5.6 percent or 1.7 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.7 percent (\$51,446 minus \$46,880 equals \$4,566). In comparison

to Marketing Management and Research (13.7%), the faculty in ALL MAJOR FIELDS increased their salaries 4.0 percent more than faculty in Marketing Management and Research.

For the private 1994-95 and 1997-98 studies in the discipline/major field of Marketing Management and Research, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 21.9 percent vs. 34.6 percent (1994-95); and 25.6 percent vs. 31.5 percent (1997-98). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.1 percent vs. 30.7 percent (1994-95) and 33.6 percent vs. 30.0 percent (1997-98).

Finally, the hiring rate for new assistant professors in Marketing Management and Research was lower than the hiring rate in ALL MAJOR FIELDS in the 1994-95 private study: 3.2 percent (14/442) vs. 4.3 percent (1,749/41,044) and lower in the 1997-98 private study: 4.6 percent (19/410) vs. 4.7 percent (2,009/42,401).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Marketing Management and Research and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1994-95 through the "trend year" of 1997-98. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 2,751 (1.1%) faculty in the discipline/major field of Marketing Management and Research participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 244,901 participating faculty. The same 262 public institutions and the same 387 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several

significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Marketing Management and Research in 1994-95 were 21.6 percent and 23.9 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00). In both the public and private studies the average faculty salary factors for all ranks in Marketing Management and Research in 1997-98 were 24.1 percent and 28.4 percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1997 CPI reflects an 8.1 percent increase over the October 1994 CPI and indicates that the faculty in Marketing Management and Research in the public institutions received an average annual salary increase of 1.3 percent above the cost-of-living. In the private institutions the annual average salary increase was 1.7 percent above the cost-of-living.

Third, in both the 1994-95 and 1997-98 public studies in Marketing Management and Research, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank; however in the 1994-95 and 1997-98 private studies the professor rank FAC MIX PCTs are lower than those for the assistant professor rank. This would indicate that in the public studies the discipline/major field of Marketing Management and Research is well established in the academy.

Finally, the hiring rate of new assistant professors in Marketing Management and Research in the 1997-98 public study and in the 1994-95 and 1997-98 private studies was lower than the hiring rate of ALL MAJOR FIELDS; however in the 1994-95 private study the hiring rate for new assistant professors was higher than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Marketing Management and Research has now been developed, it is anticipated that this information will serve as a valuable and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and Education studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
- C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	GEOGRAPHY
ADMINISTRATIVE ASSISTANT SECRETARIAL	GEOLOGY
SCIENCE, GENERAL	HISTORY, GENERAL
ANTHROPOLOGY	HOME ECONOMICS
ARCHITECTURE AND RELATED PROGRAMS	LIBRARY SCIENCE
AREA ETHNIC AND CULTURAL STUDIES	MARKETING MANAGEMENT AND RESEARCH
ART, GENERAL	MATHEMATICS
BIOLOGICAL SCIENCES LIFE SCIENCES	MULTI/INTERDISCIPLINARY STUDIES
BUSINESS ADMINISTRATION AND MANAGEMENT,	MUSIC, GENERAL
GENERAL	NURSING (R. N. TRAINING)
BUSINESS MANAGEMENT AND	OCCUPATIONAL THERAPY
MANAGEMENT, GENERAL	PARKS, RECREATION, LEISURE, & FITNESS STUDIES
BUSINESS MANAGERIAL ECONOMICS	PHILOSOPHY AND RELIGION
CHEMISTRY, GENERAL	PHYSICAL SCIENCES
COMMUNICATIONS	PHYSICAL THERAPY
COMPUTER AND INFORMATION SCIENCES	PHYSICS, GENERAL
COUNSELOR EDUCATION STUDENT COUNSELING	POLITICAL SCIENCE, GENERAL
AND GUIDANCE SERVICES	PROTECTIVE SERVICES
CURRICULUM AND INSTRUCTION	PSYCHOLOGY
DRAMA/THEATER ARTS, GENERAL	PUBLIC HEALTH, GENERAL
ECONOMICS, GENERAL	READING TEACHER EDUCATION
EDUCATION	SOCIAL SCIENCES, GENERAL
EDUCATION ADMINISTRATION AND	SOCIAL WORK
SUPERVISION, GENERAL	SOCIOLOGY
EDUCATION/INSTRUCTIONAL MEDIA	SPECIAL EDUCATION, GENERAL
TECH TECHNICIAN	SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
ENGINEERING	TEACHER EDUCATION
ENGINEERING-RELATED TECHNOLOGIES	VISUAL AND PERFORMING ARTS
ENGLISH LANGUAGE AND	
LITERATURE/LITERS	
ENTERPRISE MANAGEMENT AND OPERATION,	TOTAL 53
GENERAL	
FOREIGN LANGUAGES AND LITERATURES	

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Alabama State University (AL)	Frostburg State University (MD)
Alcorn State University (MS)	George Mason University (VA)
Angelo State University (TX)	Georgia College & State University (GA)
Appalachian State University (NC)	Georgia Southern University (GA)
Arizona State University West (AZ)	Georgia State University (GA)
Arkansas State University (AR)	Glenville State College (WV)
Arkansas Tech University (AR)	Grand Valley State University (MI)
Auburn University at Montgomery (AL)	Harris-Stowe State College (MO)
Augusta State University (GA)	Henderson State University (AR)
Austin Peay State University (TN)	Idaho State University (ID)
Ball State University (IN)	Illinois State University (IL)
Benildji State University (MN)	Indiana State University (IN)
Black Hills State University (SD)	Indiana University at South Bend (IN)
Bloomsburg University of Pennsylvania (PA)	Indiana University East (IN)
Bluefield State College (WV)	Indiana University Kokomo (IN)
Rowie State University (MD)	Indiana University Northwest (IN)
Bridgewater State College (MA)	Indiana University-Purdue University Fort Wayne (IN)
California State University-Bakersfield (CA)	Indiana University-Purdue University Indianapolis (IN)
California State University-Fresno (CA)	Indiana University Southeast (IN)
California State University-Fullerton (CA)	Jacksonville State University (AL)
California State University-Northridge (CA)	James Madison University (VA)
California State University-San Marcos (CA)	Jersey City State College (NJ)
Central Michigan University (MI)	Keene State College (NH)
Central Missouri State University (MO)	Kennesaw State University (GA)
Candler State College (NE)	Kent State University Main Campus (OH)
Christopher Newport University (VA)	Kentucky State University (KY)
Citadel, Military College of South Carolina, The (SC)	Lake Superior State University (MI)
Clarion University of Pennsylvania (PA)	Lamar University-Beaumont (TX)
Clemson University (SC)	Lander University (SC)
Cleveland State University (OH)	Langston University (OK)
Coastal Carolina University (SC)	Lewis Clark State College (ID)
College of Charleston (SC)	Lincoln University (PA)
College of New Jersey, The (NJ)	Lock Haven University of Pennsylvania (PA)
Coppin State College (MD)	Longwood College (VA)
Dakota State University (SD)	Louisiana State University and Agricultural and Mechanical College (LA)
Delta State University (MS)	Louisiana State University in Shreveport (LA)
East Carolina University (NC)	Louisiana Tech University (LA)
East Central University (OK)	Marshall University (WV)
East Stroudsburg University of Pennsylvania (PA)	Massachusetts College of Liberal Arts (MA)
Eastern Connecticut University (CT)	Mayville State University (ND)
Eastern Illinois University (IL)	McNeese State University (LA)
Eastern New Mexico University Main Campus (NM)	Mesa State College (CO)
Edinboro University of Pennsylvania (PA)	Metropolitan State College of Denver (CO)
Emporia State University (KS)	Metropolitan State University (MN)
Ferris State University (MI)	Miami University (OH)
Fitchburg State College (MA)	Michigan Technological University (MI)
Fort Hays State University (KS)	Middle Tennessee State University (TN)
Fort Lewis College (CO)	
Francis Marion University (SC)	

Midwestern State University (TX)
 Millersville University of Pennsylvania (PA)
 Minot State University (ND)
 Mississippi State University (MS)
 Mississippi University for Women (MS)
 Missouri Southern State College (MO)
 Missouri Western State College (MO)
 Montana State University-Billings (MT)
 Montclair State University (NJ)
 Moorhead State University (MN)
 Morehead State University (KY)
 Morgan State University (MD)
 Murray State University (KY)
 New Jersey Institute of Technology (NJ)
 New Mexico State University Main Campus (NM)
 Nicholls State University (LA)
 North Carolina Central (NC)
 North Dakota State University Main Campus (ND)
 Northeast Louisiana University (LA)
 Northeastern Illinois University (IL)
 Northeastern State University (OK)
 Northern Arizona University (AZ)
 Northern Kentucky University (KY)
 Northern Michigan University (MI)
 Northwest Missouri State University (MO)
 Northwestern State University (LA)
 Oakland University (MI)
 Ohio State University Main Campus, The (OH)
 Old Dominion University (VA)
 Penn State College (NE)
 Pittsburg State University (KS)
 Plymouth State College (NH)
 Portland State University (OR)
 Purdue University Calumet (IN)
 Radford University (VA)
 Ramapo College of New Jersey (NJ)
 Rhode Island College (RI)
 Richard Stockton College of New Jersey, The (NJ)
 Rowan University (NJ)
 Rutgers, the State University of New Jersey (NJ)
 Saginaw Valley State University (MI)
 Saint Mary's College of Maryland (MD)
 Salem State College (MA)
 Salisbury State University (MD)
 Sam Houston State University (TX)
 San Francisco State University (CA)
 Shawnee State University (OH)
 Shippensburg University of Pennsylvania (PA)
 South Carolina State University (SC)
 South Dakota School of Mines and Technology (SD)
 South Dakota State University (SD)
 Southeast Missouri State University (MO)
 Southeastern Louisiana University (LA)
 Southeastern Oklahoma State University (OK)
 Southern Arkansas University (AR)
 Southern Connecticut State University (CT)
 Southern Illinois University at Carbondale (IL)
 Southern Illinois University at Edwardsville (IL)
 Southern Polytechnic State University (GA)
 Southern University and Agricultural and
 Mechanical College (LA)
 Southern Utah University (UT)
 Southwest Missouri State University (MO)
 Southwest State University (MN)
 Southwest Texas State University (TX)
 Southwestern Oklahoma State University (OK)
 State University of New York at Binghamton (NY)
 State University of New York at Stony Brook (NY)
 State University of New York College at Brockport
 (NY)
 State University of New York College at Cortland
 (NY)
 State University of New York College at Fredonia
 (NY)
 State University of New York College at Geneseo
 (NY)
 State University of New York College at Plattsburgh
 (NY)
 State University of New York Institute of
 Technology at Utica-Rome (NY)
 State University of West Georgia (GA)
 Tarleton State University (TX)
 Temple University (PA)
 Tennessee Technological University (TN)
 Texas A & M International University (TX)
 Texas A & M University-Commerce (TX)
 Texas A & M University-Corpus Christi (TX)
 Texas Southern University (TX)
 Texas Tech University (TX)
 Texas Woman's University (TX)
 Towson University (MD)
 Troy State University (AL)
 Truman State University (MO)
 University of Akron Main Campus, The (OH)
 University of Alabama in Huntsville (AL)
 University of Arkansas at Little Rock (AR)
 University of Central Arkansas (AR)
 University of Central Oklahoma (OK)
 University of Colorado at Denver (CO)
 University of Delaware (DE)
 University of Houston-Clear Lake (TX)
 University of Houston-Downtown (TX)
 University of Maine (ME)
 University of Maine at Farmington (ME)
 University of Maine at Fort Kent (ME)
 University of Maine at Presque Isle (ME)
 University of Massachusetts Amherst (MA)
 University of Massachusetts Boston (MA)
 University of Massachusetts Dartmouth (MA)
 University of Memphis, The (TN)
 University of Michigan-Dearborn (MI)
 University of Minnesota-Duluth (MN)

University of Minnesota Morris (MN)
 University of Missouri Kansas City (MO)
 University of Missouri Saint Louis (MO)
 University of Montevallo (AL)
 University of Nebraska at Kearney (NE)
 University of Nebraska at Omaha (NE)
 University of Nevada Las Vegas (NV)
 University of North Carolina at Asheville (NC)
 University of North Carolina at Charlotte (NC)
 University of North Carolina at Greensboro (NC)
 University of North Carolina at Pembroke (NC)
 University of North Carolina at Wilmington (NC)
 University of North Texas (TX)
 University of Northern Colorado (CO)
 University of Puerto Rico Humacao University
 College (PR)
 University of South Alabama (AL)
 University of South Carolina-Aiken (SC)
 University of South Carolina Spartanburg (SC)
 University of Southern Colorado (CO)
 University of Southern Indiana (IN)
 University of Southern Mississippi (MS)
 University of Southwestern Louisiana (LA)
 University of Tennessee at Chattanooga (TN)
 University of Tennessee at Martin (TN)
 University of Tennessee, Memphis (TN)
 University of Texas at Arlington (TX)
 University of Texas at Dallas (TX)
 University of Texas at El Paso (TX)
 University of Texas at San Antonio (TX)
 University of the Virgin Islands, St. Thomas (VI)
 University of Toledo (OH)
 University of West Florida (FL)
 University of Wisconsin-Eau Claire (WI)
 University of Wisconsin Green Bay (WI)
 University of Wisconsin-La Crosse (WI)
 University of Wisconsin-Oshkosh (WI)
 University of Wisconsin Platteville (WI)
 University of Wisconsin Stevens Point (WI)
 University of Wisconsin Stout (WI)
 University of Wisconsin Superior (WI)
 University of Wisconsin Whitewater (WI)
 Valdosta State University (GA)
 Valley City State University (ND)
 Virginia State University (VA)
 Washburn University of Topeka (KS)
 Washington State University (WA)
 Wayne State College (NE)
 Weber State University (UT)
 West Texas A & M University (TX)
 West Virginia University Institute of Technology
 (WV)
 Western Carolina University (NC)
 Western Illinois University (IL)
 Western Kentucky University (KY)
 Western Michigan University (MI)

Western Montana College of the University of
 Montanan (MT)
 Western Oregon University (OR)
 Wichita State University (KS)
 William Paterson University of New Jersey (NJ)
 Winston-Salem State University (NC)
 Winthrop University (SC)
 Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Brown University (RI)
Agnes Scott College (GA)	Bryan College (TN)
Albertson College of Idaho (ID)	Bryant College (RI)
Albertus Magnus College (CT)	Bryn Mawr College (PA)
Albright College (PA)	Buena Vista University (IA)
Alderson-Broadbent College (WV)	Butler University (IN)
Alfred University (NY)	Cabrini College (PA)
Allegheny College (PA)	Caldwell College (NJ)
Allentown College of St. Francis De Sales (PA)	Calvin College (MI)
Alma College (MI)	Canisius College (NY)
Alvernia College (PA)	Capitol College (MD)
Alverno College (WI)	Cardinal Stritch College (WI)
Amherst College (MA)	Carlow College (PA)
Anderson University (IN)	Case Western Reserve University (OH)
Aquinas College (MI)	Catawba College (NC)
Ashbury College (KY)	Cazenovia College (NY)
Ashland University (OH)	Cedarville College (OH)
Aurora University (IL)	Central Baptist College (AR)
Axela College (MO)	Central Methodist College (MO)
Azusa Pacific University (CA)	Chapman University (CA)
Babson College (MA)	Charleston Southern University (SC)
Baker College of Flint (MI)	Christian Brothers University (TN)
Baker College of Muskegon (MI)	Christian Heritage College (CA)
Baker University (KS)	Claremont McKenna College (CA)
Baldwin-Wallace College (OH)	Clarke College (IA)
Barat College (IL)	Clarkson College (NE)
Barnard College (NY)	Clarkson University (NY)
Barry University (FL)	Colby-Sawyer College (NH)
Baylor University (WA)	College Misericordia (PA)
Beaver College (PA)	College of Notre Dame of Maryland (MD)
Bellarmine College (KY)	College of Our Lady of the Flims (MA)
Bellevue University (NE)	College of Saint Catherine (MN)
Belmont Abbey College (NC)	College of Saint Elizabeth (NJ)
Belmont University (TN)	College of Saint Mary (NE)
Benedict College (SC)	College of Saint Rose (NY)
Benedictine University (IL)	College of Saint Scholastica (MN)
Bennett College (NC)	College of the Southwest (NM)
Bentley College (MA)	Colorado Christian University (CO)
Bethany College (KS)	Columbia College (MO)
Bethel College (IN)	Columbia College (SC)
Bethel College (KS)	Columbia International University (SC)
Bethel College (MN)	Concordia College (NE)
Birmingham-Southern College (AL)	Concordia College (NY)
Blackburn College (IL)	Concordia College Moorhead (MN)
Bluefield College (VA)	Concordia College Saint Paul (MN)
Bradford College (MA)	Concordia University (CA)
Bradley University (IL)	Cooper Union for the Advancement of Science and Art, (The) (NY)
Brandeis University (MA)	Cornerstone College (MI)
Brennan University (GA)	Covenant College (GA)
Brian Cliff College (IA)	

Creighton University (NE)
 Culver Stockton College (MO)
 De Youville College (NY)
 Dakota Wesleyan University (SD)
 Davidson College (NC)
 Davis & Elkins College (WV)
 DePaul University (IL)
 Dickinson College (PA)
 Doane College (NE)
 Dominican College of Blauvelt (NY)
 Dominion College of San Rafael (CA)
 Dordt College (IA)
 Duale University (IA)
 Duvv College (MO)
 Duquesne University (PA)
 East Texas Baptist University (TX)
 Eastern Mennonite University (VA)
 Eckerd College (FL)
 Edgewood College (WI)
 Elizabethtown College (PA)
 Elmhurst College (IL)
 Elmira College (NY)
 Emerson College (MA)
 Emmanuel College (MA)
 Emory University (GA)
 Eureka College (IL)
 Fairfield University (CT)
 Ferrum College (VA)
 Florida Institute of Technology (FL)
 Franciscan University of Steubenville (OH)
 Franklin College of Indiana (IN)
 Freed-Hardeman University (TN)
 Friends University (KS)
 Gannon University (PA)
 Gardner-Webb University (NC)
 George Washington University (DC)
 Georgetown College (KY)
 Georgian Court College (NJ)
 Golden Gate University (CA)
 Gonzaga University (WA)
 Gordon College (MA)
 Goshen College (IN)
 Grand View College (IA)
 Grinnell College (IA)
 Guilford College (NC)
 Hampton-Sydney College (VA)
 Hannibal-LaGrange College (MO)
 Hartwick College (NY)
 Hastings College (NE)
 Hilbert College (NY)
 Hiram College (OH)
 Hofstra University (NY)
 Holy Family College (PA)
 Holy Names College (CA)
 Hope College (MI)
 Houghton College (NY)

Howard College (DC)
 Husson College (ME)
 Immaculata College (PA)
 Inter American University of Puerto Rico
 Barranquitas (PR)
 Iona College (NY)
 Ithaca College (NY)
 Jacksonville University (FL)
 John Brown University (AR)
 John Carroll University (OH)
 John Hopkins University (MD)
 Judson College (AL)
 Juniata College (PA)
 Kalamazoo College (MI)
 Kentucky Wesleyan College (KY)
 Kenyon College (OH)
 King's College (PA)
 La Roche College (PA)
 La Salle University (PA)
 La Sierra University (CA)
 Lafayette College (PA)
 LaGrange College (GA)
 Le Moyne College (NY)
 Lebanon Valley College (PA)
 Lees-McRae College (NC)
 Lenoir-Rhyne College (NC)
 LeTourneau University (TX)
 Limestone College (SC)
 Lincoln Memorial University (TN)
 Lindsey Wilson College (KY)
 Loras College (IA)
 Louisiana College (LA)
 Loyla Marymount University (CA)
 Loyola University New Orleans (LA)
 Lycoming College (PA)
 Lynchburg College (VA)
 Lyon College (AR)
 Madonna University (MI)
 Malone College (OH)
 Manhattan Christian College (KS)
 Marion College (IN)
 Marion College of Fond du lac (WI)
 Marietta College (OH)
 Marist College (NY)
 Mars Hill College (NC)
 Mary Baldwin College (VA)
 Marymount College (NY)
 Marymount University (VA)
 Maryville University of St. Louis (MO)
 Marywood College (PA)
 Massachusetts Institute of Technology (MA)
 McMurry University (TX)
 McPherson College (KS)
 Medaille College (NY)
 Mercer University (GA)
 Mercy College (NY)

Meredith College (NC)
 Merrimack College (MA)
 Messiah College (PA)
 Midland Lutheran College (NE)
 Midway College (KY)
 Milligan College (TN)
 Millikin University (IL)
 Molloy College (NY)
 Monmouth College (NJ)
 Morningside College (IA)
 Morris Brown College (GA)
 Mount Olive College (NC)
 Mulhenberg College (PA)
 Muskingum College (OH)
 National University (CA)
 Neumann College (PA)
 New Hampshire College (NH)
 Niagara University (NY)
 North Carolina Wesleyan College (NC)
 North Central College (IL)
 Northeastern University (MA)
 Northland College (WI)
 Northwest College (WA)
 Northwestern College (IA)
 Northwestern College (MN)
 Norwich University (VT)
 Notre Dame College (NH)
 Notre Dame College (OH)
 Nova Southeastern University (FL)
 Occidental College (CA)
 Oglethorpe University (GA)
 Ohio Northern University (OH)
 Oklahoma Baptist University (OK)
 Our Lady of the Lake University (TX)
 Pace University New York Campus (NY)
 Pacific Lutheran University (WA)
 Pacific Oaks College (CA)
 Palm Beach Atlantic College (FL)
 Pepperdine University (CA)
 Pfeiffer University (NC)
 Piedmont College (GA)
 Pikeville College (KY)
 Pine Manor College (MA)
 Pittsburgh Theological Seminary (PA)
 Point Park College (PA)
 Presbyterian College (SC)
 Providence College (RI)
 Quincy University (IL)
 Randolph-Macon College (VA)
 Reed College (OR)
 Reformed Bible College (MI)
 Regent University (VA)
 Regis College (MA)
 Rensselaer Polytechnic Institute (NY)
 Rhodes College (TN)
 Rider University (NJ)
 Ripon College (WI)
 Rivier College (NH)
 Roanoke College (VA)
 Robert Morris College (PA)
 Rockford College (IL)
 Rockhurst College (MO)
 Rollins College (FL)
 Roosevelt University (IL)
 Rose-Hulman Institute of Technology (IN)
 Sacred Heart University (CT)
 Saint Francis College (IN)
 Saint Francis College (PA)
 Saint John's University (MN)
 Saint Joseph's University (PA)
 Saint Mary's College (IN)
 Saint Mary's College of California (CA)
 Saint Mary's University of Minnesota (MN)
 Saint Peter's College (NJ)
 Saint Vincent College (PA)
 Saint Xavier University (IL)
 Salem College (NC)
 Salem Teikyo University (WV)
 Salve Regina University (RI)
 Samuel Merritt College (CA)
 San Jose Christian College (CA)
 Santa Clara University (CA)
 Scripps College (CA)
 Seattle Pacific University (WA)
 Seattle University (WA)
 Seton Hill College (PA)
 Shorter College (GA)
 Siena College (NY)
 Siena Heights College (MI)
 Sierra Nevada College (NV)
 Simpson College (IA)
 Simpson College (IA)
 Southern Adventist University (TN)
 Southern California College (CA)
 Southern Vermont College (VT)
 Southwestern College (AZ)
 Spalding University (KY)
 Spring Arbor College (MI)
 Springfield College (MA)
 St. Ambrose University (IA)
 St. Andrews Presbyterian College (NC)
 St. Bonaventure University (NY)
 St. Edward's University (TX)
 St. John Fisher College (NY)
 St. John's University (NY)
 St. Mary's University (TX)
 St. Olaf College (MN)
 Stanford University (CA)
 Stetson University (FL)
 Stevens Institute of Technology (NJ)
 Susquehanna University (PA)
 Teachers College Columbia University (NY)

Lehigh Post University (CT)
 Texas Christian University (TX)
 The Catholic University of America (DC)
 The Defiance College (OH)
 The Sage College (NY)
 Thomas College (ME)
 Thomas Moore College (KY)
 Trinity College of Vermont (VT)
 Tulane University (LA)
 Tusculum University (TN)
 Tuskegee University (AL)
 Union College (NE)
 Union Institute (OH)
 Union Theological Seminary and Presbyterian
 School of Christian Education (VA)
 United States International University (CA)
 University of Bridgeport (CT)
 University of Central Texas (TX)
 University of Charleston (WV)
 University Of Detroit Mercy (MI)
 University of Dubuque (IA)
 University of Hartford (CT)
 University of La Verne (CA)
 University of Miami (FL)
 University of New England (ME)
 University of Portland (OR)
 University of Richmond (VA)
 University of Rio Grande (OH)
 University of Saint Thomas (MN)
 University of San Diego (CA)
 University of San Francisco (CA)
 University of Scranton (PA)
 University of Sioux Falls (SD)
 University of the Ozarks (AR)
 University of the Pacific (CA)
 University of the South (TN)
 University of Tulsa (OK)
 Upper Iowa University (IA)
 Ursuline College (OH)
 Valparaiso University (IN)
 Villanova University (PA)
 Viterbo College (WI)
 Walsh University (OH)
 Warren Wilson College (NC)
 Wartburg College (IA)
 Washington and Jefferson College (PA)
 Washington College (MD)
 Webber College (IL)
 West Virginia Wesleyan College (WV)
 Western Baptist College (OR)
 Western Maryland College (MD)
 Western New England College (MA)
 Westminster College (PA)
 Wheaton College (MA)
 Wheeling Jesuit University (WV)
 Whittier College (CA)

Widener University (PA)
 William Jewell College (MO)
 William Penn College (IA)
 William Woods University (MO)
 William Baptist College (AR)
 Wilmington College (OH)
 Wisconsin Lutheran College (WI)
 Worcester Polytechnic Institute (MA)
 York College of Pennsylvania (PA)
 Xavier University (OH)

SALARY-TREND STUDY OF FACULTY IN
MATHEMATICS
FOR THE YEARS
1994-95 AND 1997-98

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1997-98: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Mathematics. The CIP defines the discipline/major field of Mathematics as,

A summary of groups of instructional programs that describe the systematic study of logical symbolic language and its applications.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 119--27).]

This article summarizes the overall average salary increases in the discipline/major field of Mathematics for both public and private institutions from the "baseline year" of 1994-95 to and including the "trend year" of 1997-98. Of the 305 institutions which participated in CUPA's PUBLIC study of 1994-95, 262 also participated in 1997-98. Data from those same 262 institutions were used in both the baseline year and the trend year. Of the 514 institutions which participated in CUPA's PRIVATE study of 1994-95, 387 also participated in 1997-98. Data from those same 387 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Mathematics for both public and private participating institutions by rank, including NEW ASST PROF (new assistant

professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1994-95 and 1997-98).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 28.2 for associate professors of Mathematics in the 1994-95 public study means that 28.2 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies:

PUBLIC 1994-95, PUBLIC 1997-98, PRIVATE 1994-95 and PRIVATE 1997-98. For example, a SALARY FACTOR of .99 for associate professors in the discipline/major field of Mathematics in the 1994-95 public study means that their average salary is .01 percent below than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1994-95 or 1997-98). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Mathematics with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1994-95 and the "trend year" of 1997-98 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PUBLIC, 1994-95			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS			
SALARY	NUM	NIN	SALARY	NUM	NIN	SALARY	NUM	NIN	SALARY	NUM	NIN	SALARY	NUM	NIN	SALARY	NUM	NIN	
DISCIPLINE: MATHEMATICS MAJOR FIELD: Mathematics																		
AVERAGE																		
SALARY	60333	1676	239	45587	1370	243	37145	1252	241	35793	190	121	26860	554	133	46364	4852	253
FAC MIX																		
PC I	34.5%			28.2%			25.8%			3.9%			11.4%			100.0%		
SALARY																		
FACTOR	1.02			0.99			0.97			0.99			0.94			0.98		
ALL MAJOR FIELDS																		
AVERAGE																		
SALARY	58932	28035		46171	23794		38132	23157		36193	3487		28571	5559		47087	80545	262
FAC MIX				29.8%			28.8%			4.3%			6.9%			100.0%		
PC I	34.8%																	
DISCIPLINE: MATHEMATICS MAJOR FIELD: Mathematics																		
AVERAGE																		
SALARY	64991	1682	236	49227	1353	241	39987	1150	238	37915	212	109	28848	521	115	50347	4706	251
FAC MIX				28.8%			24.4%			4.5%			11.1%			100.0%		
PC I	35.7%																	
SALARY																		
FACTOR	1.00			0.98			0.97			0.97			0.93			0.98		
ALL MAJOR FIELDS																		
AVERAGE																		
SALARY	64740	28214		50192	24517		41065	22819		39286	3964		31016	5361		51420	80911	262
FAC MIX				30.3%			28.2%			4.9%			6.6%			100.0%		
PC I	34.9%																	
DISCIPLINE: MATHEMATICS MAJOR FIELD: Mathematics																		
AVERAGE																		
SALARY	61133	766	238	44505	713	251	36787	650	267	34342	82	67	27588	131	84	46940	2260	351
FAC MIX				31.5%			28.8%			3.6%			5.8%			100.0%		
PC I	33.9%																	
SALARY																		
FACTOR	1.02			0.99			0.98			0.98			0.92			1.00		
ALL MAJOR FIELDS																		
AVERAGE																		
SALARY	59877	13579		45094	12852		37388	12597		34897	1749		30044	2016		46880	41044	387
FAC MIX				31.3%			30.7%			4.3%			4.9%			100.0%		
PC I	33.1%																	
DISCIPLINE: MATHEMATICS MAJOR FIELD: Mathematics																		
AVERAGE																		
SALARY	66834	747	239	48428	707	250	39270	646	270	36770	110	83	29964	97	66	51178	2197	351
FAC MIX				32.2%			29.4%			5.0%			4.4%			100.0%		
PC I	34.0%																	
SALARY																		
FACTOR	1.02			0.98			0.97			0.94			0.91			0.99		
ALL MAJOR FIELDS																		
AVERAGE																		
SALARY	65803	14238		49311	13414		40563	12704		39107	2009		33099	2045		51446	42401	387
FAC MIX				31.6%			30.0%			4.7%			4.8%			100.0%		
PC I	33.6%																	

RESULTS OF THE TWO PUBLIC STUDIES: 1994-95 AND 1997-98

In the PUBLIC 1994-95 study in the above table, the discipline/major field of Mathematics was reported in 253 of the 262 public institutions. The average salary of the 4,852 faculty was \$46,364. This average salary was approximately 1.6 percent lower than the average salary of \$47,087 for all 80,545 faculty in ALL MAJOR FIELDS in the same 1994-95 public study.

For the PUBLIC 1997-98 salary study in the above table, Mathematics was reported in 251 of the same 262 public institutions. The average salary of the 4,706 faculty was \$50,347. This average salary was approximately 2.1 percent lower than the average salary of \$51,420 for all 80,911 faculty in ALL MAJOR FIELDS in the 1997-98 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Mathematics in the public institutions studied was 8.6 percent (\$50,347 minus \$46,364 equals \$3,983). The CPI of increase cost-of-living between October 1994 and October 1997 was 8.1 percent. In comparison, with the CPI, there was a relative increase in Mathematics average faculty salaries over the three-year period by .5 percent or an average of .2 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.2 percent (\$51,420 minus \$47,087 equals \$4,333). In comparison to the discipline/major field of Mathematics (8.6%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .6 percent more than the faculty in the discipline/major field of Mathematics.

In the 1994-95 study the faculty mix percentage in Mathematics is higher at the professor rank than at the assistant professor rank: 34.5 percent vs. 25.8 percent; and, in the 1997-98 study it is higher as well; 35.7 percent vs. 24.4 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.8

percent vs 28.8 percent (1994-95) and 34.9 percent vs 28.2 percent (1997-98).

Finally, the hiring rate of new assistant professors in Mathematics in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1994-95, 3.9 percent (190/4,852) vs 4.3 percent (3,487/80,545) and lower in 1997-98, 4.5 percent (212/4,706) vs. 4.9 percent (3,964/80,911).

RESULTS OF THE TWO PRIVATE STUDIES: 1994-95 AND 1997-98

The PRIVATE 1994-95 salary study in the above table indicates that the discipline/major field of Mathematics was reported in 351 of the 387 private institutions. The average salary of the 2,260 faculty was \$46,940, which was .1% above the average salary of \$46,880 for all 41,044 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

In the PRIVATE 1997-98 salary study in the above table, 351 of the same 387 private institutions reported Mathematics. The average salary of the 2,197 faculty was \$51,178, an average salary .5 percent lower than the average salary of \$51,446 for all 42,401 faculty in ALL MAJOR FIELDS in the 1997-98 private study.

The three-year increase in average salaries for all faculty in Mathematics in the private institutions studied was 9.0 percent (\$51,178 minus \$46,940 equals \$4,238). The CPI increased cost-of-living between October 1994 and October 1997 was 8.1 percent. A more realistic increase, therefore, in the average faculty salaries of Mathematics over the three-year time period, is .9 percent or .3 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.7 percent (\$51,446 minus \$46,880 equals \$4,566). In comparison to Mathematics (9.0%), the faculty in ALL MAJOR FIELDS increased their salaries .7 percent (9.7% minus 9.0% equals .7%) more than faculty in Mathematics.

For both studies in the discipline/major field of Mathematics, the faculty mix percentage is

higher at the professor rank in comparison to the assistant professor rank: 33.9 percent vs. 28.8 percent (1994-95); and 34.0 percent vs 29.4 percent, (1997-98). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.1 percent vs. 30.7 percent (1994-95) and 33.6 percent vs. 30.0 (1997-98).

Finally, the hiring rate for new assistant professors in Mathematics was lower than the hiring rate in ALL MAJOR FIELDS in the 1994-95 private study: 3.6 percent (82/2,260) vs. 4.3 percent (1,749/41,044) and higher in the 1997-98 private study: 5.0 percent (110/2,197) vs. 4.7 percent (2,009/42,401).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Mathematics and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1994-95 through the "trend year" of 1997-98. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 14,015 (5.7%) faculty in the discipline/major field of Mathematics participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 244,901 participating faculty. The same 262 public institutions and the same 387 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in the 1997-98 public and the 1994-95 and 1997-98 private studies, the average faculty salary factors in the discipline/major field of Mathematics were exactly the same as the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In the public study the average faculty salary factors for all ranks in Mathematics in

1994-95 were .02 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1997 CPI reflects an 8.1 percent increase over the October 1994 CPI and indicates that the faculty in Mathematics in the public institutions received an average annual salary increase of .2 percent above the cost-of-living. In the private institutions the annual average salary increase was .3 percent above the cost-of-living.

Third, in both the 1994-95 and 1997-98 public and private studies in Mathematics, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank.

Finally, the hiring rate of new assistant professors in Mathematics in the 1994-95 and 1997-98 public studies and the 1994-95 private study was lower than the hiring rate of ALL MAJOR FIELD; and in the hiring rate for new assistant professors in the 1997-98 private study was higher than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Mathematics has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and Education studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 9
- B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 10
- C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	GEOGRAPHY
ADMINISTRATIVE ASSISTANT/SECRETARIAL	GEOLOGY
SCIENCE, GENERAL	HISTORY, GENERAL
ANTHROPOLOGY	HOME ECONOMICS
ARCHITECTURE AND RELATED PROGRAMS	LIBRARY SCIENCE
AREA, ETHNIC, AND CULTURAL STUDIES	MARKETING MANAGEMENT AND RESEARCH
ART, GENERAL	MATHEMATICS
BIOLOGICAL SCIENCES/LIFE SCIENCES	MULTI/INTERDISCIPLINARY STUDIES
BUSINESS ADMINISTRATION AND MANAGEMENT,	MUSIC, GENERAL
GENERAL	NURSING (R. N. TRAINING)
BUSINESS MANAGEMENT AND	OCCUPATIONAL THERAPY
MANAGEMENT, GENERAL	PARKS, RECREATION, LEISURE, & FITNESS STUDIES
BUSINESS/MANAGERIAL ECONOMICS	PHILOSOPHY AND RELIGION
CHEMISTRY, GENERAL	PHYSICAL SCIENCES
COMMUNICATIONS	PHYSICAL THERAPY
COMPUTER AND INFORMATION SCIENCES	PHYSICS, GENERAL
COUNSELOR/EDUCATION STUDENT COUNSELING	POLITICAL SCIENCE, GENERAL
AND GUIDANCE SERVICES	PROTECTIVE SERVICES
CURRICULUM AND INSTRUCTION	PSYCHOLOGY
DRAMA/THEATER ARTS, GENERAL	PUBLIC HEALTH, GENERAL
ECONOMICS, GENERAL	READING TEACHER EDUCATION
EDUCATION	SOCIAL SCIENCES, GENERAL
EDUCATION ADMINISTRATION AND	SOCIAL WORK
SUPERVISION, GENERAL	SOCIOLOGY
EDUCATION INSTRUCTIONAL MEDIA	SPECIAL EDUCATION, GENERAL
TECH/TECHNICIAN	SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
ENGINEERING	TEACHER EDUCATION
ENGINEERING-RELATED TECHNOLOGIES	VISUAL AND PERFORMING ARTS
ENGLISH LANGUAGE AND	
LITERATURE/LETTERS	
ENTERPRISE MANAGEMENT AND OPERATION,	TOTAL 53
GENERAL	
FOREIGN LANGUAGES AND LITERATURES	

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Alabama State University (AL)	Frostburg State University (MD)
Alcorn State University (MS)	George Mason University (VA)
Angelo State University (TX)	Georgia College & State University (GA)
Appalachian State University (NC)	Georgia Southern University (GA)
Arizona State University West (AZ)	Georgia State University (GA)
Arkansas State University (AR)	Glenville State College (WV)
Arkansas Tech University (AR)	Grand Valley State University (MI)
Auburn University at Montgomery (AL)	Harris-Stowe State College (MO)
Augusta State University (GA)	Henderson State University (AR)
Austin Peay State University (TN)	Idaho State University (ID)
Ball State University (IN)	Illinois State University (IL)
Remidji State University (MN)	Indiana State University (IN)
Black Hills State University (SD)	Indiana University at South Bend (IN)
Bloomsburg University of Pennsylvania (PA)	Indiana University East (IN)
Bluefield State College (WV)	Indiana University Kokomo (IN)
Bowie State University (MD)	Indiana University Northwest (IN)
Bridgewater State College (MA)	Indiana University-Purdue University Fort Wayne (IN)
California State University-Bakersfield (CA)	Indiana University-Purdue University Indianapolis (IN)
California State University-Fresno (CA)	Indiana University Southeast (IN)
California State University-Fullerton (CA)	Jacksonville State University (AL)
California State University-Northridge (CA)	James Madison University (VA)
California State University-San Marcos (CA)	Jersey City State College (NJ)
Central Michigan University (MI)	Keene State College (NH)
Central Missouri State University (MO)	Kennesaw State University (GA)
Chadron State College (NE)	Kent State University Main Campus (OH)
Christopher Newport University (VA)	Kentucky State University (KY)
Citadel, Military College of South Carolina, The (SC)	Lake Superior State University (MI)
Clarion University of Pennsylvania (PA)	Lamar University-Beaumont (TX)
Clemson University (SC)	Lander University (SC)
Cleveland State University (OH)	Langston University (OK)
Coastal Carolina University (SC)	Lewis-Clark State College (ID)
College of Charleston (SC)	Lincoln University (PA)
College of New Jersey, The (NJ)	Lock Haven University of Pennsylvania (PA)
Coppin State College (MD)	Longwood College (VA)
Dakota State University (SD)	Louisiana State University and Agricultural and Mechanical College (LA)
Delta State University (MS)	Louisiana State University in Shreveport (LA)
East Carolina University (NC)	Louisiana Tech University (LA)
East Central University (OK)	Marshall University (WV)
East Stroudsburg University of Pennsylvania (PA)	Massachusetts College of Liberal Arts (MA)
Eastern Connecticut University (CT)	Mayville State University (ND)
Eastern Illinois University (IL)	McNeese State University (LA)
Eastern New Mexico University Main Campus (NM)	Mesa State College (CO)
Edinboro University of Pennsylvania (PA)	Metropolitan State College of Denver (CO)
Emporia State University (KS)	Metropolitan State University (MN)
Ferris State University (MI)	Miami University (OH)
Fitchburg State College (MA)	Michigan Technological University (MI)
Fort Hays State University (KS)	Middle Tennessee State University (TN)
Fort Lewis College (CO)	
Francis Marion University (SC)	

Midwestern State University (TX)
 Millersville University of Pennsylvania (PA)
 Minot State University (ND)
 Mississippi State University (MS)
 Mississippi University for Women (MS)
 Missouri Southern State College (MO)
 Missouri Western State College (MO)
 Montana State University-Billings (MT)
 Montclair State University (NJ)
 Moorhead State University (MN)
 Morehead State University (KY)
 Morgan State University (MD)
 Murray State University (KY)
 New Jersey Institute of Technology (NJ)
 New Mexico State University Main Campus (NM)
 Nicholls State University (LA)
 North Carolina Central (NC)
 North Dakota State University Main Campus (ND)
 Northeast Louisiana University (LA)
 Northeastern Illinois University (IL)
 Northeastern State University (OK)
 Northern Arizona University (AZ)
 Northern Kentucky University (KY)
 Northern Michigan University (MI)
 Northwest Missouri State University (MO)
 Northwestern State University (LA)
 Oakland University (MI)
 Ohio State University Main Campus, The (OH)
 Old Dominion University (VA)
 Peru State College (NE)
 Pittsburg State University (KS)
 Plymouth State College (NH)
 Portland State University (OR)
 Purdue University Calumet (IN)
 Radford University (VA)
 Ramapo College of New Jersey (NJ)
 Rhode Island College (RI)
 Richard Stockton College of New Jersey, The (NJ)
 Rowan University (NJ)
 Rutgers, the State University of New Jersey (NJ)
 Saginaw Valley State University (MI)
 Saint Mary's College of Maryland (MD)
 Salem State College (MA)
 Salisbury State University (MD)
 Sam Houston State University (TX)
 San Francisco State University (CA)
 Shawnee State University (OH)
 Shippensburg University of Pennsylvania (PA)
 South Carolina State University (SC)
 South Dakota School of Mines and Technology (SD)
 South Dakota State University (SD)
 Southeast Missouri State University (MO)
 Southeastern Louisiana University (LA)
 Southeastern Oklahoma State University (OK)
 Southern Arkansas University (AR)
 Southern Connecticut State University (CT)

Southern Illinois University at Carbondale (IL)
 Southern Illinois University at Edwardsville (IL)
 Southern Polytechnic State University (GA)
 Southern University and Agricultural and
 Mechanical College (LA)
 Southern Utah University (UT)
 Southwest Missouri State University (MO)
 Southwest State University (MN)
 Southwest Texas State University (TX)
 Southwestern Oklahoma State University (OK)
 State University of New York at Binghamton (NY)
 State University of New York at Stony Brook (NY)
 State University of New York College at Brockport
 (NY)
 State University of New York College at Cortland
 (NY)
 State University of New York College at Fredonia
 (NY)
 State University of New York College at Geneseo
 (NY)
 State University of New York College at Plattsburgh
 (NY)
 State University of New York Institute of
 Technology at Utica-Rome (NY)
 State University of West Georgia (GA)
 Tarleton State University (TX)
 Temple University (PA)
 Tennessee Technological University (TN)
 Texas A & M International University (TX)
 Texas A & M University-Commerce (TX)
 Texas A & M University-Corpus Christi (TX)
 Texas Southern University (TX)
 Texas Tech University (TX)
 Texas Woman's University (TX)
 Towson University (MD)
 Troy State University (AL)
 Truman State University (MO)
 University of Akron Main Campus, The (OH)
 University of Alabama in Huntsville (AL)
 University of Arkansas at Little Rock (AR)
 University of Central Arkansas (AR)
 University of Central Oklahoma (OK)
 University of Colorado at Denver (CO)
 University of Delaware (DE)
 University of Houston-Clear Lake (TX)
 University of Houston-Downtown (TX)
 University of Maine (ME)
 University of Maine at Farmington (ME)
 University of Maine at Fort Kent (ME)
 University of Maine at Presque Isle (ME)
 University of Massachusetts Amherst (MA)
 University of Massachusetts Boston (MA)
 University of Massachusetts Dartmouth (MA)
 University of Memphis, The (TN)
 University of Michigan-Dearborn (MI)
 University of Minnesota-Duluth (MN)

University of Minnesota-Morris (MN)
 University of Missouri-Kansas City (MO)
 University of Missouri-Saint Louis (MO)
 University of Montevallo (AL)
 University of Nebraska at Kearney (NE)
 University of Nebraska at Omaha (NE)
 University of Nevada-Las Vegas (NV)
 University of North Carolina at Asheville (NC)
 University of North Carolina at Charlotte (NC)
 University of North Carolina at Greensboro (NC)
 University of North Carolina at Pembroke (NC)
 University of North Carolina at Wilmington (NC)
 University of North Texas (TX)
 University of Northern Colorado (CO)
 University of Puerto Rico Humacao University
 College (PR)
 University of South Alabama (AL)
 University of South Carolina-Aiken (SC)
 University of South Carolina Spartanburg (SC)
 University of Southern Colorado (CO)
 University of Southern Indiana (IN)
 University of Southern Mississippi (MS)
 University of Southwestern Louisiana (LA)
 University of Tennessee at Chattanooga (TN)
 University of Tennessee at Martin (TN)
 University of Tennessee, Memphis (TN)
 University of Texas at Arlington (TX)
 University of Texas at Dallas (TX)
 University of Texas at El Paso (TX)
 University of Texas at San Antonio (TX)
 University of the Virgin Islands, St. Thomas (VI)
 University of Toledo (OH)
 University of West Florida (FL)
 University of Wisconsin-Fau Claire (WI)
 University of Wisconsin-Green Bay (WI)
 University of Wisconsin-La Crosse (WI)
 University of Wisconsin-Oshkosh (WI)
 University of Wisconsin-Platteville (WI)
 University of Wisconsin-Stevens Point (WI)
 University of Wisconsin-Stout (WI)
 University of Wisconsin-Superior (WI)
 University of Wisconsin-Whitewater (WI)
 Valdosta State University (GA)
 Valley City State University (ND)
 Virginia State University (VA)
 Washburn University of Topeka (KS)
 Washington State University (WA)
 Wayne State College (NE)
 Weber State University (UT)
 West Texas A & M University (TX)
 West Virginia University Institute of Technology
 (WV)
 Western Carolina University (NC)
 Western Illinois University (IL)
 Western Kentucky University (KY)
 Western Michigan University (MI)
 Western Montana College of the University of
 Montanan (MT)
 Western Oregon University (OR)
 Wichita State University (KS)
 William Paterson University of New Jersey (NJ)
 Winston-Salem State University (NC)
 Winthrop University (SC)
 Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Briar Cliff College (IA)
Agnes Scott College (GA)	Brown University (RI)
Albertson College of Idaho (ID)	Bryan College (TN)
Albertus Magnus College (CT)	Bryant College (RI)
Albright College (PA)	Bryn Mawr College (PA)
Alderson-Broaddus College (WV)	Buena Vista University (IA)
Alfred University (NY)	Butler University (IN)
Allegheny College (PA)	Cabrini College (PA)
Allentown College of St. Francis De Sales (PA)	Caldwell College (NJ)
Alma College (MI)	Calvin College (MI)
Alvernia College (PA)	Canisius College (NY)
Alverno College (WI)	Capitol College (MD)
Amherst College (MA)	Cardinal Stiech College (WI)
Anderson University (IN)	Carlow College (PA)
Antioch University (OH)	Case Western Reserve University (OH)
Aquinas College (MI)	Catawba College (NC)
Asbury College (KY)	Cazenovia College (NY)
Ashland University (OH)	Cedarville College (OH)
Aurora University (IL)	Central Baptist College (AR)
Avila College (MO)	Central Methodist College (MO)
Azusa Pacific University (CA)	Chapman University (CA)
Babson College (MA)	Charleston Southern University (SC)
Baker College of Flint (MI)	Christian Brothers University (TN)
Baker College of Muskegon (MI)	Christian Heritage College (CA)
Baker University (KS)	Claremont McKenna College (CA)
Baldwin-Wallace College (OH)	Clarke College (IA)
Barat College (IL)	Clarkson College (NE)
Barnard College (NY)	Clarkson University (NY)
Barry University (FL)	Colby-Sawyer College (NH)
Bastyr University (WA)	College Misericordia (PA)
Beaver College (PA)	College of Notre Dame of Maryland (MD)
Bellarmino College (KY)	College of Our Lady of the Elms (MA)
Bellevue University (NE)	College of Saint Catherine (MN)
Belmont Abbey College (NC)	College of Saint Elizabeth (NJ)
Belmont University (TN)	College of Saint Mary (NE)
Benedict College (SC)	College of Saint Rose (NY)
Benedictine University (IL)	College of Saint Scholastica (MN)
Bennett College (NC)	College of the Southwest (NM)
Bentley College (MA)	Colorado Christian University (CO)
Bethany College (KS)	Columbia College (MO)
Bethel College (IN)	Columbia College (SC)
Bethel College (KS)	Columbia International University (SC)
Bethel College (MN)	Concordia College Moorhead (MN)
Birmingham-Southern College (AL)	Concordia College (NE)
Blackburn College (IL)	Concordia College (NY)
Bluefield College (VA)	Concordia University (CA)
Bradford College (MA)	Concordia University (MN)
Bradley University (IL)	Cooper Union for the Advancement of Science and Art (The) (NY)
Brandeis University (MA)	
Brenau University (GA)	

Cornerstone College and Grand Rapids Baptist
 Seminary (MI)
 Covenant College (GA)
 Creighton University (NE)
 Culver-Stockton College (MO)
 D'Youville College (NY)
 Dakota Wesleyan University (SD)
 Davidson College (NC)
 Davis & Elkins College (WV)
 DePaul University (IL)
 Dickinson College (PA)
 Doane College (NE)
 Dominican College of Blauvelt (NY)
 Dominican College of San Rafael (CA)
 Dordt College (IA)
 Drake University (IA)
 Drury College (MO)
 Duquesne University (PA)
 East Texas Baptist University (TX)
 Eastern Mennonite University (VA)
 Eckerd College (FL)
 Edgewood College (WI)
 Elizabethtown College (PA)
 Elmhurst College (IL)
 Elmira College (NY)
 Emerson College (MA)
 Emmanuel College (MA)
 Emory University (GA)
 Eureka College (IL)
 Fairfield University (CT)
 Ferrum College (VA)
 Florida Institute of Technology (FL)
 Franciscan University of Steubenville (OH)
 Franklin College of Indiana (IN)
 Freed-Hardeman University (TN)
 Friends University (KS)
 Gannon University (PA)
 Gardner-Webb University (NC)
 George Washington University (DC)
 Georgetown College (KY)
 Georgian Court College (NJ)
 Golden Gate University (CA)
 Gonzaga University (WA)
 Gordon College (MA)
 Goshen College (IN)
 Grand View College (IA)
 Grinnell College (IA)
 Guilford College (NC)
 Hampton-Sydney College (VA)
 Hannibal-LaGrange College (MO)
 Hartwick College (NY)
 Hastings College (NE)
 Hilbert College (NY)
 Hiram College (OH)
 Hofstra University (NY)
 Holy Family College (PA)

Holy Names College (CA)
 Hope College (MI)
 Houghton College (NY)
 Howard University (DC)
 Husson College (ME)
 Immaculata College (PA)
 Inter American University of Puerto Rico Bayamon
 Campus (PR)
 Iona College (NY)
 Ithaca College (NY)
 Jacksonville University (FL)
 John Brown University (AR)
 John Carroll University (OH)
 John Hopkins University (MD)
 Judson College (AL)
 Juniata College (PA)
 Kalamazoo College (MI)
 Kentucky Wesleyan College (KY)
 Kenyon College (OH)
 King's College (PA)
 La Roche College (PA)
 La Salle University (PA)
 La Sierra University (CA)
 Lafayette College (PA)
 LaGrange College (GA)
 Le Moyne College (NY)
 Lebanon Valley College (PA)
 Lees-McRae College (NC)
 Lenoir-Rhyne College (NC)
 Letourneau University (TX)
 Limestone College (SC)
 Lincoln Memorial University (TN)
 Lindsay Wilson College (KY)
 Loras College (IA)
 Louisiana College (LA)
 Loyola Marymount University (CA)
 Loyola University New Orleans (LA)
 Lycoming College (PA)
 Lynchburg College (VA)
 Lyon College (AR)
 Madonna University (MI)
 Malone College (OH)
 Manhattan Christian College (KS)
 Marian College (IN)
 Marian College of Fon du lac (WI)
 Marietta College (OH)
 Marist College (NY)
 Mars Hill College (NC)
 Mary Baldwin College (VA)
 Marymount College (NY)
 Marymount University (VA)
 Maryville University of St Louis (MO)
 Marywood College (PA)
 Massachusetts Institute of Technology (MA)
 McMurray University (TX)

McPherson College (KS)
 Medaille College (NY)
 Mercer University (GA)
 Mercy College (NY)
 Meredith College (NC)
 Merrimack College (MA)
 Messiah College (PA)
 Midland Lutheran College (NE)
 Midway College (KY)
 Milligan College (TN)
 Millikin University (IL)
 Molloy College (NY)
 Monmouth University (NJ)
 Morningside College (IA)
 Morris Brown College (GA)
 Mount Olive College (NC)
 Mulhennberg College (PA)
 Muskingum College (OH)
 National University (CA)
 Neumann College (PA)
 New Hampshire College (NH)
 Niagara University (NY)
 North Carolina Wesleyan College (NC)
 North Central College (IL)
 Northeastern University (MA)
 Northland College (WI)
 Northwest College (WA)
 Northwestern College (IA)
 Northwestern College (MN)
 Norwich University (VT)
 Notre Dame College (NH)
 Notre Dame College (OH)
 Nova Southeastern University (FL)
 Occidental College (CA)
 Oglethorpe University (GA)
 Ohio Northern University (OH)
 Oklahoma Baptist University (OK)
 Our Lady of the Lake University (TX)
 Pace University New York Campus (NY)
 Pacific Lutheran University (WA)
 Pacific Oaks College (CA)
 Palm Beach Atlantic College (FL)
 Pepperdine University (CA)
 Pfeiffer University (NC)
 Piedmont College (GA)
 Pikeville College (KY)
 Pine Manor College (MA)
 Pittsburgh Theological Seminary (PA)
 Point Park College (PA)
 Presbyterian College (SC)
 Providence College (RI)
 Quincy University (IL)
 Randolph-Macon College (VA)
 Reed College (OR)
 Reformed Bible College (MI)
 Regis College (MA)

Rensselaer Polytechnic Institute (NY)
 Rhodes College (TN)
 Rider University (NJ)
 Ripon College (WI)
 Rivier College (NH)
 Roanoke College (VA)
 Robert Morris College (PA)
 Rockford College (IL)
 Rockhurst College (MO)
 Rollins College (FL)
 Roosevelt University (IL)
 Rose-Hulman Institute of Technology (IN)
 Sacred Heart University (CT)
 Saint Francis College (IN)
 Saint Francis College (PA)
 Saint John's University (MN)
 Saint Joseph's University (PA)
 Saint Mary's College (IN)
 Saint Mary's College of California (CA)
 Saint Mary's University of Minnesota (MN)
 Saint Peter's College (NJ)
 Saint Vincent College (PA)
 Saint Xavier University (IL)
 Salem College (NC)
 Salem-Teikyo University (WV)
 Salve Regina University (RI)
 Samuel Merritt College (CA)
 San Jose Christian College (CA)
 Santa Clara University (CA)
 Scripps College (CA)
 Seattle Pacific University (WA)
 Seattle University (WA)
 Seton Hill College (PA)
 Shorter College (GA)
 Siena College (NY)
 Siena Heights College (MI)
 Sierra Nevada College (NV)
 Simpson College (CA)
 Simpson College (IA)
 Southern Adventist University (TN)
 Southern California College (CA)
 Southern Vermont College (VT)
 Southwestern College (AZ)
 Spalding University (KY)
 Spring Arbor College (MI)
 Springfield College (MA)
 St. Ambrose University (IA)
 St. Andrews Presbyterian College (NC)
 St. Bonaventure University (NY)
 St. Edward's University (TX)
 St. John Fisher College (NY)
 St. John's University (NY)
 St. Mary's University (TX)
 St. Olaf College (MN)
 Stanford University (CA)
 Stetson University (FL)

Stevens Institute of Technology (NJ)	Wheaton College (MA)
Susquehanna University (PA)	Wheeling Jesuit University (WV)
Teachers College, Columbia University (NY)	Whittier College (CA)
Teikyo Post University (CT)	Widener University (PA)
Texas Christian University (TX)	William Jewell College (MO)
The Catholic University of America (DC)	William Penn College (IA)
The Defiance College, (OH)	William Woods University (MO)
The Sage Colleges (NY)	Williams Baptist College (AR)
Thomas College (ME)	Wilmington College (OH)
Thomas More College (KY)	Wisconsin Lutheran College (WI)
Trinity College of Vermont (VT)	Worcester Polytechnic Institute (MA)
Trulane University (LA)	Xavier University (OH)
Tusculum University (TN)	York College of Pennsylvania (PA)
Tuskegee University (AL)	
Union College (NE)	
Union Institute (OH)	
Union Theological Seminary and Presbyterian School of Christian Education (VA)	
United States International University (CA)	
University of Bridgeport (CT)	
University of Central Texas (TX)	
University of Charleston (WV)	
University of Detroit Mercy (MI)	
University of Dubuque (IA)	
University of Hartford (CT)	
University of La Verne (CA)	
University of Miami (FL)	
University of New England (ME)	
University of Portland (OR)	
University of Richmond (VA)	
University of Rio Grande (OH)	
University of Saint Thomas (MN)	
University of San Diego (CA)	
University of San Francisco (CA)	
University of Scranton (PA)	
University of Sioux Falls (SD)	
University of the Ozarks (AR)	
University of the Pacific (CA)	
University of the South (TN)	
University of Tulsa (OK)	
Upper Iowa University (IA)	
Ursuline College (OH)	
Valparaiso University (IN)	
Villanova University (PA)	
Viterbo College (WI)	
Walsh University (OH)	
Warren Wilson College (NC)	
Warburg College (IA)	
Washington and Jefferson College (PA)	
Washington College (MD)	
Webber College (FL)	
West Virginia Wesleyan College (WV)	
Western Baptist College (OR)	
Western Maryland College (MD)	
Western New England College (MA)	
Westminster College (PA)	

SALARY-TREND STUDY OF FACULTY IN
MULTI/INTERDISCIPLINARY STUDIES
FOR THE YEARS
1994-95 AND 1997-98

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1997-98: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Multi/Interdisciplinary Studies. The CIP defines the discipline/major field of Multi/Interdisciplinary Studies as,

A summary of groups of instructional programs, the components of which derive from two or more separate instructional programs.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 121--30).]

This article summarizes the overall average salary increases in the discipline/major field of Multi/Interdisciplinary studies for both public and private institutions from the "baseline year" of 1994-95 to and including the "trend year" of 1997-98. Of the 305 institutions which participated in CUPA's PUBLIC study of 1994-95, 262 also participated in 1997-98. Data from those same 262 institutions were used in both the baseline year and the trend year. Of the 514 institutions which participated in CUPA's PRIVATE study of 1994-95, 387 also participated in 1997-98. Data from those same 387 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Multi/Interdisciplinary Studies for both public and private participating institutions by rank, including NEW ASST PROF

(new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1994-95 and 1997-98).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 19.2 for associate professors of Multi/Interdisciplinary Studies in the 1994-95 public study means that 19.2 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies:

PUBLIC 1994-95, PUBLIC 1997-98, PRIVATE 1994-95 and PRIVATE 1997-98. For example, a SALARY FACTOR of 0.93 for associate professors in the discipline/major field of Multi/Interdisciplinary Studies in the 1994-95 public study means that their average salary is seven percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1994-95 or 1997-98). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Multi/Interdisciplinary Studies with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1994-95 and the "trend year" of 1997-98 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN

DISCIPLINE: MULTIINTERDISCIPLINARY STUDIES
MAJOR FIELD: Multi Interdisciplinary Studies

PLUBLIC, 1994-95

AVERAGE																		
SALARY	61273	86	31	43006	70	20	34544	145	22	36316	14	8	22926	63	6	40476	364	38
FAC MIX																		
PC 1	23.6%			19.2%			39.8%			3.8%			17.3%			100.0%		
SALARY																		
FACTOR	1.04			0.93			0.91			1.00			0.80			0.86		

ALL MAJOR FIELDS

AVERAGE																		
SALARY	58932	28035		46171	23794		38132	23157		36193	3487		28571	5559		47087	80545	262
FAC MIX																		
PC 1	34.8%			29.5%			28.8%			4.3%			6.9%			100.0%		

DISCIPLINE: MULTIINTERDISCIPLINARY STUDIES
MAJOR FIELD: Multi Interdisciplinary Studies

PLUBLIC, 1997-98

AVERAGE																		
SALARY	66102	100	37	49800	117	27	39252	112	29	40621	13	9	23763	62	13	46819	391	45
FAC MIX																		
PC 1	25.6%			29.9%			28.6%			3.3%			15.9%			100.0%		
SALARY																		
FACTOR	1.02			0.99			0.96			1.03			0.77			0.91		

ALL MAJOR FIELDS

AVERAGE																		
SALARY	64740	28214		50192	24517		41065	22819		39286	3964		31016	5361		51420	80911	262
FAC MIX																		
PC 1	34.9%			30.3%			28.2%			4.9%			6.6%			100.0%		

DISCIPLINE: MULTIINTERDISCIPLINARY STUDIES
MAJOR FIELD: Multi Interdisciplinary Studies

PRIVATE, 1994-95

AVERAGE																		
SALARY	57362	58	22	44707	58	22	31265	31	14	33071	6	5	31866	7	6	46183	154	38
FAC MIX																		
PC 1	37.7%			37.7%			20.1%			3.9%			4.5%			100.0%		
SALARY																		
FACTOR	0.96			0.99			0.84			0.95			1.06			0.99		

ALL MAJOR FIELDS

AVERAGE																		
SALARY	59877	13579		45094	12852		37388	12597		34897	1749		30044	2016		46880	41044	387
FAC MIX																		
PC 1	33.1%			31.3%			30.7%			4.3%			4.9%			100.0%		

DISCIPLINE: MULTIINTERDISCIPLINARY STUDIES
MAJOR FIELD: Multi Interdisciplinary Studies

PRIVATE, 1997-98

AVERAGE																		
SALARY	60804	116	16	50361	65	19	38208	58	21	43152	5	5	34555	13	7	51555	252	32
FAC MIX																		
PC 1	46.0%			25.8%			23.0%			2.0%			5.2%			100.0%		
SALARY																		
FACTOR	0.92			1.02			0.94			1.10			1.04			1.00		

ALL MAJOR FIELDS

AVERAGE																		
SALARY	65803	14238		49311	13414		40563	12704		39107	2009		33099	2045		51446	42401	387
FAC MIX																		
PC 1	43.6%			31.6%			30.0%			4.7%			4.8%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES: 1994-95 AND 1997-98

In the PUBLIC 1994-95 study in the above table, the discipline/major field of Multi/Interdisciplinary Studies was reported in 38 of the 262 public institutions. The average salary of the 364 faculty was \$40,476. This average salary was approximately 16.3 percent lower than the average salary of \$47,087 for all 80,545 faculty in ALL MAJOR FIELDS in the same 1994-95 public study.

For the PUBLIC 1997-98 salary study in the above table, Multi/Interdisciplinary Studies was reported in 45 of the same 262 public institutions. The average salary of the 391 faculty was \$46,819. This average salary was approximately 9.8 percent lower than the average salary of \$51,420 for all 80,911 faculty in ALL MAJOR FIELDS in the 1997-98 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Multi/Interdisciplinary Studies in the public institutions studied was 15.7 percent (\$46,819 minus \$40,476 equals \$6,343). The CPI of increase cost-of-living between October 1994 and October 1997 was 8.1 percent. In comparison, with the CPI, there was a relative increase in Multi/Interdisciplinary Studies average faculty salaries over the three-year period by 7.6 percent or an average of 2.5 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.2 percent (\$51,420 minus \$47,087 equals \$4,333). In comparison to the discipline/major field of Multi/Interdisciplinary Studies (15.7%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 6.5 percent less than the faculty in the discipline/major field of Multi/Interdisciplinary Studies.

In the 1994-95 study the faculty mix percentage in Multi/Interdisciplinary Studies is lower at the professor rank than at the assistant professor rank: 23.6 percent vs. 39.8 percent; and lower in the 1997-98 study it is 25.6 percent vs. 28.6 percent. The differences in faculty mix percentage at

the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.8 percent vs 28.8 percent (1994-95) and 34.9 percent vs 28.2 percent (1997-98).

Finally, the hiring rate of new assistant professors in Multi/Interdisciplinary Studies in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1994-95, 3.8 percent (14/364) vs 4.3 percent (3,487/80,545) and lower in 1997-98, 3.3 percent (13/391) vs. 4.9 percent (3,964/80,911).

RESULTS OF THE TWO PRIVATE STUDIES: 1994-95 AND 1997-98

The PRIVATE 1994-95 salary study in the above table indicates that the discipline/major field of Multi/Interdisciplinary Studies was reported in 38 of the 387 private institutions. The average salary of the 154 faculty was \$46,183, an average salary 1.5 percent lower than the average salary of \$46,880 for all 41,044 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

In the PRIVATE 1997-98 salary study in the above table, 32 of the same 387 private institutions reported Multi/Interdisciplinary Studies. The average salary of the 252 faculty was \$51,555, an average salary .2 percent higher than the average salary of \$51,446 for all 42,401 faculty in ALL MAJOR FIELDS in the 1997-98 private study.

The three-year increase in average salaries for all faculty in Multi/Interdisciplinary Studies in the private institutions studied was 11.6 percent (\$51,555 minus \$46,183 equals \$5,372). The CPI increased cost-of-living between October 1994 and October 1997 was 8.1 percent. A more realistic increase, therefore, in the average faculty salaries of Multi/Interdisciplinary Studies over the three-year time period, is 3.5 percent or 1.2 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.7 percent (\$51,446 minus \$46,880 equals \$4,566). In comparison to Multi/Interdisciplinary Studies (11.6%), the faculty in ALL MAJOR FIELDS increased their

salaries 1.9 percent (11.6% minus 9.7% equals 1.9%) more than faculty in Multi/Interdisciplinary Studies.

In the 1994 study for the discipline/major field of Multi/Interdisciplinary Studies, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank: 37.7 percent vs. 20.1 percent; and higher in the 1997-98 study, 46.0 percent vs 23.0 percent. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.1 percent vs. 30.7 percent (1994-95) and 33.6 percent vs. 30.0 (1997-98).

Finally, the hiring rate for new assistant professors in Multi/Interdisciplinary Studies was lower than the hiring rate in ALL MAJOR FIELDS in the 1994-95 private study: 3.9 percent (6/154) vs. 4.3 percent (1,749/41,044) and lower in the 1997-98 private study: 2.0 percent (5/252) vs. 4.7 percent (2,009/42,401).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Multi/Interdisciplinary Studies and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1994-95 through the "trend year" of 1997-98. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,161 (.5%) faculty in the discipline/major field of Multi/Interdisciplinary Studies participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 244,901 participating faculty. The same 262 public institutions and the same 387 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty

salary factors in the discipline/major field of Multi/Interdisciplinary Studies in 1994-95 were 14 percent below and .01 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Multi/Interdisciplinary Studies in 1997-98 were nine percent below and exactly the same as the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1997 CPI reflects an 8.1 percent increase over the October 1994 CPI and indicates that the faculty in Multi/Interdisciplinary Studies in the public institutions received an average annual salary increase of 2.5 percent above the cost-of-living. In the private institutions the annual average salary increase was 1.2 percent above the cost-of-living.

Third, in the 1994-95 and 1997-98 public studies in Multi/Interdisciplinary Studies, the FAC MIX PCTs for the professor rank are higher than those for the assistant professor rank; however, in the 1994-95 and 1997-98 private studies the FAC MIX PCTs is lower for the professor rank than for the assistant professor rank.

Finally, the hiring rate of new assistant professors in Multi/Interdisciplinary Studies in the 1994-95 and 1997-98 public studies and the 1994-95 and 1997-98 private studies were lower than the hiring rate of ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Multi/Interdisciplinary Studies has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and Education studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
- C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	GEOGRAPHY
ADMINISTRATIVE ASSISTANT/SECRETARIAL	GEOLOGY
SCIENCE, GENERAL	HISTORY, GENERAL
ANTHROPOLOGY	HOME ECONOMICS
ARCHITECTURE AND RELATED PROGRAMS	LIBRARY SCIENCE
AREA, ETHNIC, AND CULTURAL STUDIES	MARKETING MANAGEMENT AND RESEARCH
ART, GENERAL	MATHEMATICS
BIOLOGICAL SCIENCES/LIFE SCIENCES	MULTI/INTERDISCIPLINARY STUDIES
BUSINESS ADMINISTRATION AND MANAGEMENT,	MUSIC, GENERAL
GENERAL	NURSING (R.N. TRAINING)
BUSINESS MANAGEMENT AND	OCCUPATIONAL THERAPY
MANAGEMENT, GENERAL	PARKS, RECREATION, LEISURE, & FITNESS STUDIES
BUSINESS/MANAGERIAL ECONOMICS	PHILOSOPHY AND RELIGION
CHEMISTRY, GENERAL	PHYSICAL SCIENCES
COMMUNICATIONS	PHYSICAL THERAPY
COMPUTER AND INFORMATION SCIENCES	PHYSICS, GENERAL
COUNSELOR EDUCATION/STUDENT COUNSELING	POLITICAL SCIENCE, GENERAL
AND GUIDANCE SERVICES	PROTECTIVE SERVICES
CURRICULUM AND INSTRUCTION	PSYCHOLOGY
DRAMA/THEATER ARTS, GENERAL	PUBLIC HEALTH, GENERAL
ECONOMICS, GENERAL	READING TEACHER EDUCATION
EDUCATION	SOCIAL SCIENCES, GENERAL
EDUCATION ADMINISTRATION AND	SOCIAL WORK
SUPERVISION, GENERAL	SOCIOLOGY
EDUCATION/INSTRUCTIONAL MEDIA	SPECIAL EDUCATION, GENERAL
TECH/TECHNICIAN	SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
ENGINEERING	TEACHER EDUCATION
ENGINEERING-RELATED TECHNOLOGIES	VISUAL AND PERFORMING ARTS
ENGLISH LANGUAGE AND	
LITERATURE/LETTERS	
ENTERPRISE MANAGEMENT AND OPERATION,	TOTAL 53
GENERAL	
FOREIGN LANGUAGES AND LITERATURES	

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Alabama State University (AL)	Frostburg State University (MD)
Alcorn State University (MS)	George Mason University (VA)
Angelo State University (TX)	Georgia College & State University (GA)
Appalachian State University (NC)	Georgia Southern University (GA)
Arizona State University West (AZ)	Georgia State University (GA)
Arkansas State University (AR)	Glenville State College (WV)
Arkansas Tech University (AR)	Grand Valley State University (MI)
Auburn University at Montgomery (AL)	Harris-Stowe State College (MO)
Augusta State University (GA)	Henderson State University (AR)
Austin Peay State University (TN)	Idaho State University (ID)
Ball State University (IN)	Illinois State University (IL)
Bemidji State University (MN)	Indiana State University (IN)
Black Hills State University (SD)	Indiana University at South Bend (IN)
Bloomsburg University of Pennsylvania (PA)	Indiana University East (IN)
Bluefield State College (WV)	Indiana University Kokomo (IN)
Bowie State University (MD)	Indiana University Northwest (IN)
Bridgewater State College (MA)	Indiana University-Purdue University Fort Wayne (IN)
California State University-Bakersfield (CA)	Indiana University-Purdue University Indianapolis (IN)
California State University-Fresno (CA)	Indiana University Southeast (IN)
California State University-Fullerton (CA)	Jacksonville State University (AL)
California State University-Northridge (CA)	James Madison University (VA)
California State University-San Marcos (CA)	Jersey City State College (NJ)
Central Michigan University (MI)	Keene State College (NH)
Central Missouri State University (MO)	Kennesaw State University (GA)
Chadron State College (NE)	Kent State University Main Campus (OH)
Christopher Newport University (VA)	Kentucky State University (KY)
Citadel, Military College of South Carolina, The (SC)	Lake Superior State University (MI)
Clarion University of Pennsylvania (PA)	Lamar University-Beaumont (TX)
Clemson University (SC)	Lander University (SC)
Cleveland State University (OH)	Langston University (OK)
Coastal Carolina University (SC)	Lewis-Clark State College (ID)
College of Charleston (SC)	Lincoln University (PA)
College of New Jersey, The (NJ)	Lock Haven University of Pennsylvania (PA)
Coppin State College (MD)	Longwood College (VA)
Dakota State University (SD)	Louisiana State University and Agricultural and Mechanical College (LA)
Delta State University (MS)	Louisiana State University in Shreveport (LA)
East Carolina University (NC)	Louisiana Tech University (LA)
East Central University (OK)	Marshall University (WV)
East Stroudsburg University of Pennsylvania (PA)	Massachusetts College of Liberal Arts (MA)
Eastern Connecticut University (CT)	Mayville State University (ND)
Eastern Illinois University (IL)	McNeese State University (LA)
Eastern New Mexico University Main Campus (NM)	Mesa State College (CO)
Edinboro University of Pennsylvania (PA)	Metropolitan State College of Denver (CO)
Emporia State University (KS)	Metropolitan State University (MN)
Ferris State University (MI)	Miami University (OH)
Fitchburg State College (MA)	Michigan Technological University (MI)
Fort Hays State University (KS)	Middle Tennessee State University (TN)
Fort Lewis College (CO)	
Francis Marion University (SC)	

Midwestern State University (TX)
 Millersville University of Pennsylvania (PA)
 Minot State University (ND)
 Mississippi State University (MS)
 Mississippi University for Women (MS)
 Missouri Southern State College (MO)
 Missouri Western State College (MO)
 Montana State University-Billings (MT)
 Montclair State University (NJ)
 Moorhead State University (MN)
 Morehead State University (KY)
 Morgan State University (MD)
 Murray State University (KY)
 New Jersey Institute of Technology (NJ)
 New Mexico State University Main Campus (NM)
 Nicholls State University (LA)
 North Carolina Central (NC)
 North Dakota State University Main Campus (ND)
 Northeast Louisiana University (LA)
 Northeastern Illinois University (IL)
 Northeastern State University (OK)
 Northern Arizona University (AZ)
 Northern Kentucky University (KY)
 Northern Michigan University (MI)
 Northwest Missouri State University (MO)
 Northwestern State University (LA)
 Oakland University (MI)
 Ohio State University Main Campus, The (OH)
 Old Dominion University (VA)
 Peru State College (NE)
 Pittsburg State University (KS)
 Plymouth State College (NH)
 Portland State University (OR)
 Purdue University Calumet (IN)
 Radford University (VA)
 Ramapo College of New Jersey (NJ)
 Rhode Island College (RI)
 Richard Stockton College of New Jersey, The (NJ)
 Rowan University (NJ)
 Rutgers, the State University of New Jersey (NJ)
 Saginaw Valley State University (MI)
 Saint Mary's College of Maryland (MD)
 Salem State College (MA)
 Salisbury State University (MD)
 Sam Houston State University (TX)
 San Francisco State University (CA)
 Shawnee State University (OH)
 Shippensburg University of Pennsylvania (PA)
 South Carolina State University (SC)
 South Dakota School of Mines and Technology (SD)
 South Dakota State University (SD)
 Southeast Missouri State University (MO)
 Southeastern Louisiana University (LA)
 Southeastern Oklahoma State University (OK)
 Southern Arkansas University (AR)
 Southern Connecticut State University (CT)

Southern Illinois University at Carbondale (IL)
 Southern Illinois University at Edwardsville (IL)
 Southern Polytechnic State University (GA)
 Southern University and Agricultural and
 Mechanical College (LA)
 Southern Utah University (UT)
 Southwest Missouri State University (MO)
 Southwest State University (MN)
 Southwest Texas State University (TX)
 Southwestern Oklahoma State University (OK)
 State University of New York at Binghamton (NY)
 State University of New York at Stony Brook (NY)
 State University of New York College at Brockport
 (NY)
 State University of New York College at Cortland
 (NY)
 State University of New York College at Fredonia
 (NY)
 State University of New York College at Geneseo
 (NY)
 State University of New York College at Plattsburgh
 (NY)
 State University of New York Institute of
 Technology at Utica-Rome (NY)
 State University of West Georgia (GA)
 Tarleton State University (TX)
 Temple University (PA)
 Tennessee Technological University (TN)
 Texas A & M International University (TX)
 Texas A & M University-Commerce (TX)
 Texas A & M University-Corpus Christi (TX)
 Texas Southern University (TX)
 Texas Tech University (TX)
 Texas Woman's University (TX)
 Towson University (MD)
 Troy State University (AL)
 Truman State University (MO)
 University of Akron Main Campus, The (OH)
 University of Alabama in Huntsville (AL)
 University of Arkansas at Little Rock (AR)
 University of Central Arkansas (AR)
 University of Central Oklahoma (OK)
 University of Colorado at Denver (CO)
 University of Delaware (DE)
 University of Houston-Clear Lake (TX)
 University of Houston-Downtown (TX)
 University of Maine (ME)
 University of Maine at Farmington (ME)
 University of Maine at Fort Kent (ME)
 University of Maine at Presque Isle (ME)
 University of Massachusetts Amherst (MA)
 University of Massachusetts Boston (MA)
 University of Massachusetts Dartmouth (MA)
 University of Memphis, The (TN)
 University of Michigan-Dearborn (MI)
 University of Minnesota-Duluth (MN)

University of Minnesota-Morris (MN)
 University of Missouri-Kansas City (MO)
 University of Missouri-Saint Louis (MO)
 University of Montevallo (AL)
 University of Nebraska at Kearney (NE)
 University of Nebraska at Omaha (NE)
 University of Nevada-Las Vegas (NV)
 University of North Carolina at Asheville (NC)
 University of North Carolina at Charlotte (NC)
 University of North Carolina at Greensboro (NC)
 University of North Carolina at Pembroke (NC)
 University of North Carolina at Wilmington (NC)
 University of North Texas (TX)
 University of Northern Colorado (CO)
 University of Puerto Rico Humacao University
 College (PR)
 University of South Alabama (AL)
 University of South Carolina-Aiken (SC)
 University of South Carolina Spartanburg (SC)
 University of Southern Colorado (CO)
 University of Southern Indiana (IN)
 University of Southern Mississippi (MS)
 University of Southwestern Louisiana (LA)
 University of Tennessee at Chattanooga (TN)
 University of Tennessee at Martin (TN)
 University of Tennessee, Memphis (TN)
 University of Texas at Arlington (TX)
 University of Texas at Dallas (TX)
 University of Texas at El Paso (TX)
 University of Texas at San Antonio (TX)
 University of the Virgin Islands, St. Thomas (VI)
 University of Toledo (OH)
 University of West Florida (FL)
 University of Wisconsin-Eau Claire (WI)
 University of Wisconsin-Green Bay (WI)
 University of Wisconsin-La Crosse (WI)
 University of Wisconsin-Oshkosh (WI)
 University of Wisconsin-Platteville (WI)
 University of Wisconsin-Stevens Point (WI)
 University of Wisconsin-Stout (WI)
 University of Wisconsin-Superior (WI)
 University of Wisconsin-Whitewater (WI)
 Valdosta State University (GA)
 Valley City State University (ND)
 Virginia State University (VA)
 Washburn University of Topeka (KS)
 Washington State University (WA)
 Wayne State College (NE)
 Weber State University (UT)
 West Texas A & M University (TX)
 West Virginia University Institute of Technology
 (WV)
 Western Carolina University (NC)
 Western Illinois University (IL)
 Western Kentucky University (KY)
 Western Michigan University (MI)

Western Montana College of the University of
 Montanan (MT)
 Western Oregon University (OR)
 Wichita State University (KS)
 William Paterson University of New Jersey (NJ)
 Winston-Salem State University (NC)
 Winthrop University (SC)
 Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Brown University (RI)
Agnes Scott College (GA)	Bryan College (TN)
Albertson College of Idaho (ID)	Bryant College (RI)
Albertus Magnus College (CT)	Bryn Mawr College (PA)
Albright College (PA)	Buena Vista University (IA)
Alderson-Broadbush College (WV)	Butler University (IN)
Alfred University (NY)	Cabrini College (PA)
Allegheny College (PA)	Caldwell College (NJ)
Allentown College of St. Francis De Sales (PA)	Calvin College (MI)
Alma College (MI)	Canisius College (NY)
Alvernia College (PA)	Capitol College (MD)
Alverno College (WI)	Cardinal Stritch College (WI)
Amherst College (MA)	Carlow College (PA)
Anderson University (IN)	Case Western Reserve University (OH)
Aquinas College (MI)	Catawba College (NC)
Asbury College (KY)	Cazenovia College (NY)
Ashland University (OH)	Cedarville College (OH)
Aurora University (IL)	Central Baptist College (AR)
Avila College (MO)	Central Methodist College (MO)
Azusa Pacific University (CA)	Chapman University (CA)
Babson College (MA)	Charleston Southern University (SC)
Baker College of Flint (MI)	Christian Brothers University (TN)
Baker College of Muskegon (MI)	Christian Heritage College (CA)
Baker University (KS)	Claremont McKenna College (CA)
Baldwin-Wallace College (OH)	Clarke College (IA)
Barat College (IL)	Clarkson College (NE)
Barnard College (NY)	Clarkson University (NY)
Barry University (FL)	Colby-Sawyer College (NH)
Bastyr University (WA)	College Misericordia (PA)
Beaver College (PA)	College of Notre Dame of Maryland (MD)
Bellarmine College (KY)	College of Our Lady of the Elms (MA)
Bellevue University (NE)	College of Saint Catherine (MN)
Belmont Abbey College (NC)	College of Saint Elizabeth (NJ)
Belmont University (TN)	College of Saint Mary (NE)
Benedict College (SC)	College of Saint Rose (NY)
Benedictine University (IL)	College of Saint Scholastica (MN)
Bennett College (NC)	College of the Southwest (NM)
Bentley College (MA)	Colorado Christian University (CO)
Bethany College (KS)	Columbia College (MO)
Bethel College (IN)	Columbia College (SC)
Bethel College (KS)	Columbia International University (SC)
Bethel College (MN)	Concordia College (NE)
Birmingham-Southern College (AL)	Concordia College (NY)
Blackburn College (IL)	Concordia College Moorhead (MN)
Bluefield College (VA)	Concordia College Saint Paul (MN)
Bradford College (MA)	Concordia University (CA)
Bradley University (IL)	Cooper Union for the Advancement of Science and Art, (The) (NY)
Brandeis University (MA)	Cornerstone College (MI)
Brenau University (GA)	Covenant College (GA)
Briar Cliff College (IA)	

Creighton University (NE)
 Culver-Stockton College (MO)
 D'Youville College (NY)
 Dakota Wesleyan University (SD)
 Davidson College (NC)
 Davis & Elkins College (WV)
 DePaul University (IL)
 Dickinson College (PA)
 Doane College (NE)
 Dominican College of Blauvelt (NY)
 Dominion College of San Rafael (CA)
 Dordt College (IA)
 Drake University (IA)
 Drury College (MO)
 Duquesne University (PA)
 East Texas Baptist University (TX)
 Eastern Mennonite University (VA)
 Eckerd College (FL)
 Edgewood College (WI)
 Elizabethtown College (PA)
 Elmhurst College (IL)
 Elmira College (NY)
 Emerson College (MA)
 Emmanuel College (MA)
 Emory University (GA)
 Fureka College (IL)
 Fairfield University (CT)
 Ferrum College (VA)
 Florida Institute of Technology (FL)
 Franciscan University of Steubenville (OH)
 Franklin College of Indiana (IN)
 Freed-Hardeman University (TN)
 Friends University (KS)
 Gannon University (PA)
 Gardner-Webb University (NC)
 George Washington University (DC)
 Georgetown College (KY)
 Georgian Court College (NJ)
 Golden Gate University (CA)
 Gonzaga University (WA)
 Gordon College (MA)
 Goshen College (IN)
 Grand View College (IA)
 Grinnell College (IA)
 Guilford College (NC)
 Hampton-Sydney College (VA)
 Hannibal-LaGrange College (MO)
 Hartwick College (NY)
 Hastings College (NE)
 Hilbert College (NY)
 Hiram College (OH)
 Hofstra University (NY)
 Holy Family College (PA)
 Holy Names College (CA)
 Hope College (MI)
 Houghton College (NY)

Howard College (DC)
 Husson College (ME)
 Immaculata College (PA)
 Inter American University of Puerto Rico
 Barranquitas (PR)
 Iona College (NY)
 Ithaca College (NY)
 Jacksonville University (FL)
 John Brown University (AR)
 John Carroll University (OH)
 John Hopkins University (MD)
 Judson College (AL)
 Juniata College (PA)
 Kalamazoo College (MI)
 Kentucky Wesleyan College (KY)
 Kenyon College (OH)
 Kings's College (PA)
 La Roche College (PA)
 La Salle University (PA)
 La Sierra University (CA)
 Lafayette College (PA)
 LaGrange College (GA)
 Le Moyne College (NY)
 Lebanon Valley College (PA)
 Lees-McRae College (NC)
 Lenoir-Rhyne College (NC)
 LeTourneau University (TX)
 Limestone College (SC)
 Lincoln Memorial University (TN)
 Lindsey Wilson College (KY)
 Loras College (IA)
 Louisiana College (LA)
 Loyla Marymount University (CA)
 Loyola University New Orleans (LA)
 Lycoming College (PA)
 Lynchburg College (VA)
 Lyon College (AR)
 Madonna University (MI)
 Malone College (OH)
 Manhattan Christian College (KS)
 Marion College (IN)
 Marion College of Fond du lac (WI)
 Marietta College (OH)
 Marist College (NY)
 Mars Hill College (NC)
 Mary Baldwin College (VA)
 Marymount College (NY)
 Marymount University (VA)
 Maryville University of St. Louis (MO)
 Marywood College (PA)
 Massachusetts Institute of Technology (MA)
 McMurry University (TX)
 McPherson College (KS)
 Medaille College (NY)
 Mercer University (GA)
 Mercy College (NY)

Meredith College (NC)
 Merrimack College (MA)
 Messiah College (PA)
 Midland Lutheran College (NE)
 Midway College (KY)
 Milligan College (TN)
 Millikin University (IL)
 Molloy College (NY)
 Monmouth College (NJ)
 Morningside College (IA)
 Morris Brown College (GA)
 Mount Olive College (NC)
 Mulhenberg College (PA)
 Muskingum College (OH)
 National University (CA)
 Neumann College (PA)
 New Hampshire College (NH)
 Niagara University (NY)
 North Carolina Wesleyan College (NC)
 North Central College (IL)
 Northeastern University (MA)
 Northland College (WI)
 Northwest College (WA)
 Northwestern College (IA)
 Northwestern College (MN)
 Norwich University (VT)
 Notre Dame College (NH)
 Notre Dame College (OH)
 Nova Southeastern University (FL)
 Occidental College (CA)
 Oglethorpe University (GA)
 Ohio Northern University (OH)
 Oklahoma Baptist University (OK)
 Our Lady of the Lake University (TX)
 Pace University New York Campus (NY)
 Pacific Lutheran University (WA)
 Pacific Oaks College (CA)
 Palm Beach Atlantic College (FL)
 Pepperdine University (CA)
 Pfeiffer University (NC)
 Piedmont College (GA)
 Pikeville College (KY)
 Pine Manor College (MA)
 Pittsburgh Theological Seminary (PA)
 Point Park College (PA)
 Presbyterian College (SC)
 Providence College (RI)
 Quincy University (IL)
 Randolph-Macon College (VA)
 Reed College (OR)
 Reformed Bible College (MI)
 Regent University (VA)
 Regis College (MA)
 Rensselaer Polytechnic Institute (NY)
 Rhodes College (TN)
 Rider University (NJ)

Ripon College (WI)
 Rivier College (NH)
 Roanoke College (VA)
 Robert Morris College (PA)
 Rockford College (IL)
 Rockhurst College (MO)
 Rollins College (FL)
 Roosevelt University (IL)
 Rose-Hulman Institute of Technology (IN)
 Sacred Heart University (CT)
 Saint Francis College (IN)
 Saint Francis College (PA)
 Saint John's University (MN)
 Saint Joseph's University (PA)
 Saint Mary's College (IN)
 Saint Mary's College of California (CA)
 Saint Mary's University of Minnesota (MN)
 Saint Peter's College (NJ)
 Saint Vincent College (PA)
 Saint Xavier University (IL)
 Salem College (NC)
 Salem-Teikyo University (WV)
 Salve Regina University (RI)
 Samuel Merritt College (CA)
 San Jose Christian College (CA)
 Santa Clara University (CA)
 Scripps College (CA)
 Seattle Pacific University (WA)
 Seattle University (WA)
 Seton Hill College (PA)
 Shorter College (GA)
 Siena College (NY)
 Siena Heights College (MI)
 Sierra Nevada College (NV)
 Simpson College (CA)
 Simpson College (IA)
 Southern Adventist University (TN)
 Southern California College (CA)
 Southern Vermont College (VT)
 Southwestern College (AZ)
 Spalding University (KY)
 Spring Arbor College (MI)
 Springfield College (MA)
 St. Ambrose University (IA)
 St. Andrews Presbyterian College (NC)
 St. Bonaventure University (NY)
 St. Edward's University (TX)
 St. John Fisher College (NY)
 St. John's University (NY)
 St. Mary's University (TX)
 St. Olaf College (MN)
 Stanford University (CA)
 Stetson University (FL)
 Stevens Institute of Technology (NJ)
 Susquehanna University (PA)
 Teachers College Columbia University (NY)

Teikyo Post University (CT)
 Texas Christian University (TX)
 The Catholic University of America (DC)
 The Defiance College (OH)
 The Sage College (NY)
 Thomas College (ME)
 Thomas Moore College (KY)
 Trinity College of Vermont (VT)
 Tulane University (LA)
 Tusculum University (TN)
 Tuskegee University (AL)
 Union College (NE)
 Union Institute (OH)
 Union Theological Seminary and Presbyterian
 School of Christian Education (VA)
 United States International University (CA)
 University of Bridgeport (CT)
 University of Central Texas (TX)
 University of Charleston (WV)
 University Of Detroit Mercy (MI)
 University of Dubuque (IA)
 University of Hartford (CT)
 University of La Verne (CA)
 University of Miami (FL)
 University of New England (ME)
 University of Portland (OR)
 University of Richmond (VA)
 University of Rio Grande (OH)
 University of Saint Thomas (MN)
 University of San Diego (CA)
 University of San Francisco (CA)
 University of Scranton (PA)
 University of Sioux Falls (SD)
 University of the Ozarks (AR)
 University of the Pacific (CA)
 University of the South (TN)
 University of Tulsa (OK)
 Upper Iowa University (IA)
 Ursuline College (OH)
 Valparaiso University (IN)
 Villanova University (PA)
 Viterbo College (WI)
 Walsh University (OH)
 Warren Wilson College (NC)
 Wartburg College (IA)
 Washington and Jefferson College (PA)
 Washington College (MD)
 Webber College (FL)
 West Virginia Wesleyan College (WV)
 Western Baptist College (OR)
 Western Maryland College (MD)
 Western New England College (MA)
 Westminster College (PA)
 Wheaton College (MA)
 Wheeling Jesuit University (WV)
 Whittier College (CA)

Widener University (PA)
 William Jewell College (MO)
 William Penn College (IA)
 William Woods University (MO)
 William Baptist College (AR)
 Wilmington College (OH)
 Wisconsin Lutheran College (WI)
 Worcester Polytechnic Institute (MA)
 York College of Pennsylvania (PA)
 Xavier University (OH)

SALARY-TREND STUDY OF FACULTY IN
MUSIC, GENERAL
FOR THE YEARS
1994-95 AND 1997-98

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1997-98: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Music, General. The CIP defines the discipline/major field of Music, General as,

An instructional program that generally describes the study and appreciation of music, and the study of music performance. Includes instruction in principles of harmony, musical notation, musical styles, the historical development of music, and the fundamentals of various musical instruments.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 167--50.0901).]

This article summarizes the overall average salary increases in the discipline/major field of Music, General for both public and private institutions from the "baseline year" of 1994-95 to and including the "trend year" of 1997-98. Of the 305 institutions which participated in CUPA's PUBLIC study of 1994-95, 262 also participated in 1997-98. Data from those same 262 institutions were used in both the baseline year and the trend year. Of the 514 institutions which participated in CUPA's PRIVATE study of 1994-95, 387 also participated in 1997-98. Data from those same 387 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Music, General for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1994-95 and 1997-98).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 33.2 for associate professors of Music, General in the 1994-95 public study means that 33.2 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1994-95, PUBLIC 1997-98, PRIVATE 1994-95 and PRIVATE 1997-98. For example, a SALARY FACTOR of 0.90 for associate professors in the discipline/major field of Music, General in the 1994-95 public study means that their average salary is ten percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1994-95 or 1997-98). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/majorfields in each of the four studies. Among other things, it is used to compare the discipline/major field of Music, General with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1994-95 and the "trend year" of 1997-98 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

			PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN
PUBLIC, 1994-95																				
DISCIPLINE: VISUAL AND PERFORMING ARTS																				
MAJOR FIELD: Music, General																				
AVERAGE																				
SALARY	52903	994	183	41522	1001	194	33509	838	186	31618	113	80	27788	181	78	42223	3014	211		
FAC MIX																				
PCI	33.0%			33.2%			27.8%			3.7%			6.0%			100.0%				
SALARY																				
FAC TOR	0.90			0.90			0.88			0.87			0.97			0.90				
ALL MAJOR FIELDS																				
AVERAGE																				
SALARY	58932	28035		46171	23794		38132	23157		36193	3487		28571	5559		47087	80545	262		
FAC MIX																				
PCI	34.8%			29.5%			28.8%			4.3%			6.9%			100.0%				
PUBLIC, 1997-98																				
DISCIPLINE: VISUAL AND PERFORMING ARTS																				
MAJOR FIELD: Music, General																				
AVERAGE																				
SALARY	57677	986	181	44888	983	189	36549	846	190	34587	153	85	30164	153	72	46001	2968	210		
FAC MIX																				
PCI	33.2%			33.1%			28.5%			5.2%			5.2%			100.0%				
SALARY																				
FAC TOR	0.89			0.89			0.89			0.88			0.97			0.89				
ALL MAJOR FIELDS																				
AVERAGE																				
SALARY	64740	28214		50192	24517		41065	22819		39286	3964		31016	5361		51420	80911	262		
FAC MIX																				
PCI	34.9%			30.3%			28.2%			4.9%			6.6%			100.0%				
PRIVATE, 1994-95																				
DISCIPLINE: VISUAL AND PERFORMING ARTS																				
MAJOR FIELD: Music, General																				
AVERAGE																				
SALARY	48926	482	178	39638	550	204	32913	441	188	31011	48	41	27889	82	60	39990	1555	279		
FAC MIX																				
PCI	31.0%			35.4%			28.4%			3.1%			5.3%			100.0%				
SALARY																				
FAC TOR	0.82			0.88			0.88			0.89			0.93			0.85				
ALL MAJOR FIELDS																				
AVERAGE																				
SALARY	59877	13579		45094	12852		37388	12597		34897	1749		30044	2016		46880	41044	387		
FAC MIX																				
PCI	33.1%			31.3%			30.7%			4.3%			4.9%			100.0%				
PRIVATE, 1997-98																				
DISCIPLINE: VISUAL AND PERFORMING ARTS																				
MAJOR FIELD: Music, General																				
AVERAGE																				
SALARY	53744	512	183	43882	528	193	35815	450	198	34888	81	65	31079	65	48	44259	1555	281		
FAC MIX																				
PCI	32.9%			34.0%			28.9%			5.2%			4.2%			100.0%				
SALARY																				
FAC TOR	0.82			0.89			0.88			0.89			0.94			0.86				
ALL MAJOR FIELDS																				
AVERAGE																				
SALARY	65803	14238		49311	13414		40563	12704		39107	2009		33099	2045		51446	42401	387		
FAC MIX																				
PCI	33.6%			31.6%			30.0%			4.7%			4.8%			100.0%				

RESULTS OF THE TWO PUBLIC STUDIES: 1994-95 AND 1997-98

In the PUBLIC 1994-95 study in the above table, the discipline/major field of Music, General was reported in 211 of the 262 public institutions. The average salary of the 3,014 faculty was \$42,223. This average salary was approximately 11.5 percent lower than the average salary of \$47,087 for all 80,545 faculty in ALL MAJOR FIELDS in the same 1994-95 public study.

For the PUBLIC 1997-98 salary study in the above table, Music, General was reported in 210 of the same 262 public institutions. The average salary of the 2,968 faculty was \$46,001. This average salary was approximately 11.8 percent lower than the average salary of \$51,420 for all 80,911 faculty in ALL MAJOR FIELDS in the 1997-98 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Music, General in the public institutions studied was 8.9 percent (\$46,001 minus \$42,223 equals \$3,778). The CPI of increase cost-of-living between October 1994 and October 1997 was 8.1 percent. In comparison, with the CPI, there was a relative increase in Music, General average faculty salaries over the three-year period by .8 percent or an average of 0.3 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.2 percent (\$51,420 minus \$47,087 equals \$4,333). In comparison to the discipline/major field of Music, General (8.9%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .3 percent more than the faculty in the discipline/major field of Music, General.

In the 1994-95 study the faculty mix percentage in Music, General is higher at the professor rank than at the assistant professor rank: 33.0 percent vs. 27.8 percent; and, higher in the 1997-98 study it is 33.2 percent vs. 28.5 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.8 percent

vs 28.8 percent (1994-95) and 34.9 percent vs 28.2 percent (1997-98).

Finally, the hiring rate of new assistant professors in Music, General in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1994-95, 3.7 percent (113/3,014) vs 4.3 percent (3,487/80,545) and higher in 1997-98, 5.2 percent (153/2,968) vs. 4.9 percent (3,964/80,911).

RESULTS OF THE TWO PRIVATE STUDIES: 1994-95 AND 1997-98

The PRIVATE 1994-95 salary study in the above table indicates that the discipline/major field of Music, General was reported in 279 of the 387 private institutions. The average salary of the 1,555 faculty was \$39,990, an average salary 17.2 percent lower than the average salary of \$46,880 for all 41,044 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

In the PRIVATE 1997-98 salary study in the above table, 281 of the same 387 private institutions reported Music, General. The average salary of the 1,555 faculty was \$44,259, an average salary 10.7 percent lower than the average salary of \$51,446 for all 42,401 faculty in ALL MAJOR FIELDS in the 1997-98 private study.

The three-year increase in average salaries for all faculty in Music, General in the private institutions studied was 10.7 percent (\$44,259 minus \$39,990 equals \$4,269). The CPI increased cost-of-living between October 1994 and October 1997 was 8.1 percent. A more realistic increase, therefore, in the average faculty salaries of Music, General over the three-year time period, is 2.6 percent or .9 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.7 percent (\$51,446 minus \$46,880 equals \$4,566). In comparison to Music, General (10.7%), the faculty in ALL MAJOR FIELDS increased their salaries 1.0 percent (10.7% minus 9.7% equals 1.0%) less than faculty in Music, General.

For both studies in the discipline/major field of Music, General, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank: 31.0 percent vs. 28.4 percent (1994-95); and 32.9 percent vs 28.9 percent, (1997-98). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.1 percent vs. 30.7 percent (1994-95) and 33.6 percent vs. 30.0 percent (1997-98).

Finally, the hiring rate for new assistant professors in Music, General was lower than the hiring rate in ALL MAJOR FIELDS in the 1994-95 private study: 3.1 percent (48/1,555) vs. 4.3 percent (1,749/41,044) and higher in the 1997-98 private study: 5.2 percent (81/1,555) vs. 4.7 percent (2,009/42,401).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Music, General and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1994-95 through the "trend year" of 1997-98. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 9,092 (3.7%) faculty in the discipline/major field of Music, General participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 244,901 participating faculty. The same 262 public institutions and the same 387 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Music, General 1994-95 were 10 percent and 15 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00),

respectively. In both the public and private studies the average faculty salary factors for all ranks in Music, General in 1997-98 were 11 percent and 14 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1997 CPI reflects an 8.1 percent increase over the October 1994 CPI and indicates that the faculty in Music, General in the public institutions received an average annual salary increase of .3 percent above the cost-of-living. In the private institutions the annual average salary increase was .9 percent above the cost-of-living.

Third, in both the 1994-95 and 1997-98 public and private studies in Music General, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Music, General is well established in the academy.

Finally, the hiring rate of new assistant professors in Music, General in the 1994-95 public study and the 1994-95 private study was lower than the hiring rate of ALL MAJOR FIELDS. However, the hiring rate for new assistant professors in the 1997-98 public study and in the 1997-98 private study was higher than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Music, General has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and Education studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
- C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	GEOGRAPHY
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL	GEOLOGY
ANTHROPOLOGY	HISTORY, GENERAL
ARCHITECTURE AND RELATED PROGRAMS	HOME ECONOMICS
AREA, ETHNIC, AND CULTURAL STUDIES	LIBRARY SCIENCE
ART, GENERAL	MARKETING MANAGEMENT AND RESEARCH
BIOLOGICAL SCIENCES/LIFE SCIENCES	MATHEMATICS
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL	MULTI/INTERDISCIPLINARY STUDIES
BUSINESS MANAGEMENT AND MANAGEMENT, GENERAL	MUSIC, GENERAL
BUSINESS/MANAGERIAL ECONOMICS	NURSING (R. N. TRAINING)
CHEMISTRY, GENERAL	OCCUPATIONAL THERAPY
COMMUNICATIONS	PARKS, RECREATION, LEISURE, & FITNESS STUDIES
COMPUTER AND INFORMATION SCIENCES	PHILOSOPHY AND RELIGION
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES	PHYSICAL SCIENCES
CURRICULUM AND INSTRUCTION	PHYSICAL THERAPY
DRAMA/THEATER ARTS, GENERAL	PHYSICS, GENERAL
ECONOMICS, GENERAL	POLITICAL SCIENCE, GENERAL
EDUCATION	PROTECTIVE SERVICES
EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL	PSYCHOLOGY
EDUCATION/INSTRUCTIONAL MEDIA TECHNICIAN	PUBLIC HEALTH, GENERAL
ENGINEERING	READING TEACHER EDUCATION
ENGINEERING-RELATED TECHNOLOGIES	SOCIAL SCIENCES, GENERAL
ENGLISH LANGUAGE AND LITERATURE/LETTERS	SOCIAL WORK
ENTERPRISE MANAGEMENT AND OPERATION, GENERAL	SOCIOLOGY
FOREIGN LANGUAGES AND LITERATURES	SPECIAL EDUCATION, GENERAL
	SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
	TEACHER EDUCATION
	VISUAL AND PERFORMING ARTS
	TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Alabama State University (AL)	Frostburg State University (MD)
Alcorn State University (MS)	George Mason University (VA)
Angelo State University (TX)	Georgia College & State University (GA)
Appalachian State University (NC)	Georgia Southern University (GA)
Arizona State University West (AZ)	Georgia State University (GA)
Arkansas State University (AR)	Glennville State College (WV)
Arkansas Tech University (AR)	Grand Valley State University (MI)
Auburn University at Montgomery (AL)	Harris-Stowe State College (MO)
Augusta State University (GA)	Henderson State University (AR)
Austin Peay State University (TN)	Idaho State University (ID)
Ball State University (IN)	Illinois State University (IL)
Bemidji State University (MN)	Indiana State University (IN)
Black Hills State University (SD)	Indiana University at South Bend (IN)
Bloomsburg University of Pennsylvania (PA)	Indiana University East (IN)
Bluefield State College (WV)	Indiana University Kokomo (IN)
Bowie State University (MD)	Indiana University Northwest (IN)
Bridgewater State College (MA)	Indiana University-Purdue University Fort Wayne (IN)
California State University-Bakersfield (CA)	Indiana University-Purdue University Indianapolis (IN)
California State University-Fresno (CA)	Indiana University Southeast (IN)
California State University-Fullerton (CA)	Jacksonville State University (AL)
California State University-Northridge (CA)	James Madison University (VA)
California State University-San Marcos (CA)	Jersey City State College (NJ)
Central Michigan University (MI)	Keene State College (NH)
Central Missouri State University (MO)	Kennesaw State University (GA)
Chadron State College (NE)	Kent State University Main Campus (OH)
Christopher Newport University (VA)	Kentucky State University (KY)
Citadel, Military College of South Carolina, The (SC)	Lake Superior State University (MI)
Clarion University of Pennsylvania (PA)	Lamar University-Beaumont (TX)
Clemson University (SC)	Lander University (SC)
Cleveland State University (OH)	Langston University (OK)
Coastal Carolina University (SC)	Lewis-Clark State College (ID)
College of Charleston (SC)	Lincoln University (PA)
College of New Jersey, The (NJ)	Lock Haven University of Pennsylvania (PA)
Coppin State College (MD)	Longwood College (VA)
Dakota State University (SD)	Louisiana State University and Agricultural and Mechanical College (LA)
Delta State University (MS)	Louisiana State University in Shreveport (LA)
East Carolina University (NC)	Louisiana Tech University (LA)
East Central University (OK)	Marshall University (WV)
East Stroudsburg University of Pennsylvania (PA)	Massachusetts College of Liberal Arts (MA)
Eastern Connecticut University (CT)	Mayville State University (ND)
Eastern Illinois University (IL)	McNeese State University (LA)
Eastern New Mexico University Main Campus (NM)	Mesa State College (CO)
Edinboro University of Pennsylvania (PA)	Metropolitan State College of Denver (CO)
Emporia State University (KS)	Metropolitan State University (MN)
Ferris State University (MI)	Miami University (OH)
Fitchburg State College (MA)	Michigan Technological University (MI)
Fort Hays State University (KS)	Middle Tennessee State University (TN)
Fort Lewis College (CO)	
Francis Marion University (SC)	

Midwestern State University (TX)
 Millersville University of Pennsylvania (PA)
 Minot State University (ND)
 Mississippi State University (MS)
 Mississippi University for Women (MS)
 Missouri Southern State College (MO)
 Missouri Western State College (MO)
 Montana State University-Billings (MT)
 Montclair State University (NJ)
 Moorhead State University (MN)
 Morehead State University (KY)
 Morgan State University (MD)
 Murray State University (KY)
 New Jersey Institute of Technology (NJ)
 New Mexico State University Main Campus (NM)
 Nicholls State University (LA)
 North Carolina Central (NC)
 North Dakota State University Main Campus (ND)
 Northeast Louisiana University (LA)
 Northeastern Illinois University (IL)
 Northeastern State University (OK)
 Northern Arizona University (AZ)
 Northern Kentucky University (KY)
 Northern Michigan University (MI)
 Northwest Missouri State University (MO)
 Northwestern State University (LA)
 Oakland University (MI)
 Ohio State University Main Campus, The (OH)
 Old Dominion University (VA)
 Peru State College (NE)
 Pittsburg State University (KS)
 Plymouth State College (NH)
 Portland State University (OR)
 Purdue University Calumet (IN)
 Radford University (VA)
 Ramapo College of New Jersey (NJ)
 Rhode Island College (RI)
 Richard Stockton College of New Jersey, The (NJ)
 Rowan University (NJ)
 Rutgers, the State University of New Jersey (NJ)
 Saginaw Valley State University (MI)
 Saint Mary's College of Maryland (MD)
 Salem State College (MA)
 Salisbury State University (MD)
 Sam Houston State University (TX)
 San Francisco State University (CA)
 Shawnee State University (OH)
 Shippensburg University of Pennsylvania (PA)
 South Carolina State University (SC)
 South Dakota School of Mines and Technology (SD)
 South Dakota State University (SD)
 Southeast Missouri State University (MO)
 Southeastern Louisiana University (LA)
 Southeastern Oklahoma State University (OK)
 Southern Arkansas University (AR)
 Southern Connecticut State University (CT)
 Southern Illinois University at Carbondale (IL)
 Southern Illinois University at Edwardsville (IL)
 Southern Polytechnic State University (GA)
 Southern University and Agricultural and
 Mechanical College (LA)
 Southern Utah University (UT)
 Southwest Missouri State University (MO)
 Southwest State University (MN)
 Southwest Texas State University (TX)
 Southwestern Oklahoma State University (OK)
 State University of New York at Binghamton (NY)
 State University of New York at Stony Brook (NY)
 State University of New York College at Brockport
 (NY)
 State University of New York College at Cortland
 (NY)
 State University of New York College at Fredonia
 (NY)
 State University of New York College at Geneseo
 (NY)
 State University of New York College at Plattsburgh
 (NY)
 State University of New York Institute of
 Technology at Utica-Rome (NY)
 State University of West Georgia (GA)
 Tarleton State University (TX)
 Temple University (PA)
 Tennessee Technological University (TN)
 Texas A & M International University (TX)
 Texas A & M University-Commerce (TX)
 Texas A & M University-Corpus Christi (TX)
 Texas Southern University (TX)
 Texas Tech University (TX)
 Texas Woman's University (TX)
 Towson University (MD)
 Troy State University (AL)
 Truman State University (MO)
 University of Akron Main Campus, The (OH)
 University of Alabama in Huntsville (AL)
 University of Arkansas at Little Rock (AR)
 University of Central Arkansas (AR)
 University of Central Oklahoma (OK)
 University of Colorado at Denver (CO)
 University of Delaware (DE)
 University of Houston-Clear Lake (TX)
 University of Houston-Downtown (TX)
 University of Maine (ME)
 University of Maine at Farmington (ME)
 University of Maine at Fort Kent (ME)
 University of Maine at Presque Isle (ME)
 University of Massachusetts Amherst (MA)
 University of Massachusetts Boston (MA)
 University of Massachusetts Dartmouth (MA)
 University of Memphis, The (TN)
 University of Michigan-Dearborn (MI)
 University of Minnesota-Duluth (MN)

University of Minnesota-Morris (MN)
 University of Missouri-Kansas City (MO)
 University of Missouri-Saint Louis (MO)
 University of Montevallo (AL)
 University of Nebraska at Kearney (NE)
 University of Nebraska at Omaha (NE)
 University of Nevada-Las Vegas (NV)
 University of North Carolina at Asheville (NC)
 University of North Carolina at Charlotte (NC)
 University of North Carolina at Greensboro (NC)
 University of North Carolina at Pembroke (NC)
 University of North Carolina at Wilmington (NC)
 University of North Texas (TX)
 University of Northern Colorado (CO)
 University of Puerto Rico Humacao University
 College (PR)
 University of South Alabama (AL)
 University of South Carolina-Aiken (SC)
 University of South Carolina Spartanburg (SC)
 University of Southern Colorado (CO)
 University of Southern Indiana (IN)
 University of Southern Mississippi (MS)
 University of Southwestern Louisiana (LA)
 University of Tennessee at Chattanooga (TN)
 University of Tennessee at Martin (TN)
 University of Tennessee, Memphis (TN)
 University of Texas at Arlington (TX)
 University of Texas at Dallas (TX)
 University of Texas at El Paso (TX)
 University of Texas at San Antonio (TX)
 University of the Virgin Islands, St. Thomas (VI)
 University of Toledo (OH)
 University of West Florida (FL)
 University of Wisconsin-Eau Claire (WI)
 University of Wisconsin-Green Bay (WI)
 University of Wisconsin-La Crosse (WI)
 University of Wisconsin-Oshkosh (WI)
 University of Wisconsin-Platteville (WI)
 University of Wisconsin-Stevens Point (WI)
 University of Wisconsin-Stout (WI)
 University of Wisconsin-Superior (WI)
 University of Wisconsin-Whitewater (WI)
 Valdosta State University (GA)
 Valley City State University (ND)
 Virginia State University (VA)
 Washburn University of Topeka (KS)
 Washington State University (WA)
 Wayne State College (NE)
 Weber State University (UT)
 West Texas A & M University (TX)
 West Virginia University Institute of Technology
 (WV)
 Western Carolina University (NC)
 Western Illinois University (IL)
 Western Kentucky University (KY)
 Western Michigan University (MI)

Western Montana College of the University of
 Montanan (MT)
 Western Oregon University (OR)
 Wichita State University (KS)
 William Paterson University of New Jersey (NJ)
 Winston-Salem State University (NC)
 Winthrop University (SC)
 Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Brown University (RI)
Agnes Scott College (GA)	Bryan College (TN)
Albertson College of Idaho (ID)	Bryant College (RI)
Albertus Magnus College (CT)	Bryn Mawr College (PA)
Albright College (PA)	Buena Vista University (IA)
Alderson-Broadus College (WV)	Butler University (IN)
Alfred University (NY)	Cabrini College (PA)
Allegheny College (PA)	Caldwell College (NJ)
Allentown College of St. Francis De Sales (PA)	Calvin College (MI)
Alma College (MI)	Canisius College (NY)
Alvernia College (PA)	Capitol College (MD)
Alverno College (WI)	Cardinal Stritch College (WI)
Amherst College (MA)	Carlow College (PA)
Anderson University (IN)	Case Western Reserve University (OH)
Aquinas College (MI)	Catawba College (NC)
Ashbury College (KY)	Cazenovia College (NY)
Ashland University (OH)	Cedarville College (OH)
Aurora University (IL)	Central Baptist College (AR)
Avila College (MO)	Central Methodist College (MO)
Azusa Pacific University (CA)	Chapman University (CA)
Babson College (MA)	Charleston Southern University (SC)
Baker College of Flint (MI)	Christian Brothers University (TN)
Baker College of Muskegon (MI)	Christian Heritage College (CA)
Baker University (KS)	Claremont McKenna College (CA)
Baldwin-Wallace College (OH)	Clarke College (IA)
Barat College (IL)	Clarkson College (NE)
Barnard College (NY)	Clarkson University (NY)
Barry University (FL)	Colby-Sawyer College (NH)
Bastyr University (WA)	College Misericordia (PA)
Beaver College (PA)	College of Notre Dame of Maryland (MD)
Bellamine College (KY)	College of Our Lady of the Elms (MA)
Bellevue University (NE)	College of Saint Catherine (MN)
Belmont Abbey College (NC)	College of Saint Elizabeth (NJ)
Belmont University (TN)	College of Saint Mary (NE)
Benedict College (SC)	College of Saint Rose (NY)
Benedictine University (IL)	College of Saint Scholastica (MN)
Bennett College (NC)	College of the Southwest (NM)
Bentley College (MA)	Colorado Christian University (CO)
Bethany College (KS)	Columbia College (MO)
Bethel College (IN)	Columbia College (SC)
Bethel College (KS)	Columbia International University (SC)
Bethel College (MN)	Concordia College (NE)
Birmingham-Southern College (AL)	Concordia College (NY)
Blackburn College (IL)	Concordia College Moorhead (MN)
Bluefield College (VA)	Concordia College Saint Paul (MN)
Bradford College (MA)	Concordia University (CA)
Bradley University (IL)	Cooper Union for the Advancement of Science and Art, (The) (NY)
Brandeis University (MA)	Cornerstone College (MI)
Brenau University (GA)	Covenant College (GA)
Briar Cliff College (IA)	

Creighton University (NE)
 Culver-Stockton College (MO)
 D'Youville College (NY)
 Dakota Wesleyan University (SD)
 Davidson College (NC)
 Davis & Elkins College (WV)
 DePaul University (IL)
 Dickinson College (PA)
 Doane College (NE)
 Dominican College of Blauvelt (NY)
 Dominion College of San Rafael (CA)
 Dordt College (IA)
 Drake University (IA)
 Drury College (MO)
 Duquesne University (PA)
 East Texas Baptist University (TX)
 Eastern Mennonite University (VA)
 Eckerd College (FL)
 Edgewood College (WI)
 Elizabethtown College (PA)
 Elmhurst College (IL)
 Elmira College (NY)
 Emerson College (MA)
 Emmanuel College (MA)
 Emory University (GA)
 Furka College (IL)
 Fairfield University (CT)
 Ferrum College (VA)
 Florida Institute of Technology (FL)
 Franciscan University of Steubenville (OH)
 Franklin College of Indiana (IN)
 Freed-Hardeman University (TN)
 Friends University (KS)
 Gannon University (PA)
 Gardner-Webb University (NC)
 George Washington University (DC)
 Georgetown College (KY)
 Georgian Court College (NJ)
 Golden Gate University (CA)
 Gonzaga University (WA)
 Gordon College (MA)
 Goshen College (IN)
 Grand View College (IA)
 Grinnell College (IA)
 Guilford College (NC)
 Hampton-Sydney College (VA)
 Hannibal-LaGrange College (MO)
 Hartwick College (NY)
 Hastings College (NE)
 Hilbert College (NY)
 Hiram College (OH)
 Hofstra University (NY)
 Holy Family College (PA)
 Holy Names College (CA)
 Hope College (MI)
 Houghton College (NY)

Howard College (DC)
 Husson College (ME)
 Immaculata College (PA)
 Inter American University of Puerto Rico
 Barranquitas (PR)
 Iona College (NY)
 Ithaca College (NY)
 Jacksonville University (FL)
 John Brown University (AR)
 John Carroll University (OH)
 John Hopkins University (MD)
 Judson College (AL)
 Juniata College (PA)
 Kalamazoo College (MI)
 Kentucky Wesleyan College (KY)
 Kenyon College (OH)
 Kings's College (PA)
 La Roche College (PA)
 La Salle University (PA)
 La Sierra University (CA)
 Lafayette College (PA)
 LaGrange College (GA)
 Le Moyne College (NY)
 Lebanon Valley College (PA)
 Lees-McRae College (NC)
 Lenoir-Rhyne College (NC)
 LeTourneau University (TX)
 Limestone College (SC)
 Lincoln Memorial University (TN)
 Lindsey Wilson College (KY)
 Loras College (IA)
 Louisiana College (LA)
 Loyla Marymount University (CA)
 Loyola University New Orleans (LA)
 Lycoming College (PA)
 Lynchburg College (VA)
 Lyon College (AR)
 Madonna University (MI)
 Malone College (OH)
 Manhattan Christian College (KS)
 Marion College (IN)
 Marion College of Fond du lac (WI)
 Marietta College (OH)
 Marist College (NY)
 Mars Hill College (NC)
 Mary Baldwin College (VA)
 Marymount College (NY)
 Marymount University (VA)
 Maryville University of St. Louis (MO)
 Marywood College (PA)
 Massachusetts Institute of Technology (MA)
 McMurry University (TX)
 McPherson College (KS)
 Medaille College (NY)
 Mercer University (GA)
 Mercy College (NY)

Meredith College (NC)
 Merrimack College (MA)
 Messiah College (PA)
 Midland Lutheran College (NE)
 Midway College (KY)
 Milligan College (TN)
 Millikin University (IL)
 Molloy College (NY)
 Monmouth College (NJ)
 Morningside College (IA)
 Morris Brown College (GA)
 Mount Olive College (NC)
 Mulhenberg College (PA)
 Muskingum College (OH)
 National University (CA)
 Neumann College (PA)
 New Hampshire College (NH)
 Niagara University (NY)
 North Carolina Wesleyan College (NC)
 North Central College (IL)
 Northeastern University (MA)
 Northland College (WI)
 Northwest College (WA)
 Northwestern College (IA)
 Northwestern College (MN)
 Norwich University (VT)
 Notre Dame College (NH)
 Notre Dame College (OH)
 Nova Southeastern University (FL)
 Occidental College (CA)
 Oglethorpe University (GA)
 Ohio Northern University (OH)
 Oklahoma Baptist University (OK)
 Our Lady of the Lake University (TX)
 Pace University New York Campus (NY)
 Pacific Lutheran University (WA)
 Pacific Oaks College (CA)
 Palm Beach Atlantic College (FL)
 Pepperdine University (CA)
 Pfeiffer University (NC)
 Piedmont College (GA)
 Pikeville College (KY)
 Pine Manor College (MA)
 Pittsburgh Theological Seminary (PA)
 Point Park College (PA)
 Presbyterian College (SC)
 Providence College (RI)
 Quincy University (IL)
 Randolph-Macon College (VA)
 Reed College (OR)
 Reformed Bible College (MI)
 Regent University (VA)
 Regis College (MA)
 Rensselaer Polytechnic Institute (NY)
 Rhodes College (TN)
 Rider University (NJ)

Ripon College (WI)
 Rivier College (NH)
 Roanoke College (VA)
 Robert Morris College (PA)
 Rockford College (IL)
 Rockhurst College (MO)
 Rollins College (FL)
 Roosevelt University (IL)
 Rose-Hulman Institute of Technology (IN)
 Sacred Heart University (CT)
 Saint Francis College (IN)
 Saint Francis College (PA)
 Saint John's University (MN)
 Saint Joseph's University (PA)
 Saint Mary's College (IN)
 Saint Mary's College of California (CA)
 Saint Mary's University of Minnesota (MN)
 Saint Peter's College (NJ)
 Saint Vincent College (PA)
 Saint Xavier University (IL)
 Salem College (NC)
 Salem-Teikyo University (WV)
 Salve Regina University (RI)
 Samuel Merritt College (CA)
 San Jose Christian College (CA)
 Santa Clara University (CA)
 Scripps College (CA)
 Seattle Pacific University (WA)
 Seattle University (WA)
 Seton Hill College (PA)
 Shorter College (GA)
 Siena College (NY)
 Siena Heights College (MI)
 Sierra Nevada College (NV)
 Simpson College (CA)
 Simpson College (IA)
 Southern Adventist University (TN)
 Southern California College (CA)
 Southern Vermont College (VT)
 Southwestern College (AZ)
 Spalding University (KY)
 Spring Arbor College (MI)
 Springfield College (MA)
 St. Ambrose University (IA)
 St. Andrews Presbyterian College (NC)
 St. Bonaventure University (NY)
 St. Edward's University (TX)
 St. John Fisher College (NY)
 St. John's University (NY)
 St. Mary's University (TX)
 St. Olaf College (MN)
 Stanford University (CA)
 Stetson University (FL)
 Stevens Institute of Technology (NJ)
 Susquehanna University (PA)
 Teachers College Columbia University (NY)

Teikyo Post University (CT)
 Texas Christian University (TX)
 The Catholic University of America (DC)
 The Defiance College (OH)
 The Sage College (NY)
 Thomas College (ME)
 Thomas Moore College (KY)
 Trinity College of Vermont (VT)
 Tulane University (LA)
 Tusculum University (TN)
 Tuskegee University (AL)
 Union College (NE)
 Union Institute (OH)
 Union Theological Seminary and Presbyterian
 School of Christian Education (VA)
 United States International University (CA)
 University of Bridgeport (CT)
 University of Central Texas (TX)
 University of Charleston (WV)
 University Of Detroit Mercy (MI)
 University of Dubuque (IA)
 University of Hartford (CT)
 University of La Verne (CA)
 University of Miami (FL)
 University of New England (ME)
 University of Portland (OR)
 University of Richmond (VA)
 University of Rio Grande (OH)
 University of Saint Thomas (MN)
 University of San Diego (CA)
 University of San Francisco (CA)
 University of Scranton (PA)
 University of Sioux Falls (SD)
 University of the Ozarks (AR)
 University of the Pacific (CA)
 University of the South (TN)
 University of Tulsa (OK)
 Upper Iowa University (IA)
 Ursuline College (OH)
 Valparaiso University (IN)
 Villanova University (PA)
 Viterbo College (WI)
 Walsh University (OH)
 Warren Wilson College (NC)
 Warburg College (IA)
 Washington and Jefferson College (PA)
 Washington College (MD)
 Webber College (FL)
 West Virginia Wesleyan College (WV)
 Western Baptist College (OR)
 Western Maryland College (MD)
 Western New England College (MA)
 Westminster College (PA)
 Wheaton College (MA)
 Wheeling Jesuit University (WV)
 Whittier College (CA)

Widener University (PA)
 William Jewell College (MO)
 William Penn College (IA)
 William Woods University (MO)
 William Baptist College (AR)
 Wilmington College (OH)
 Wisconsin Lutheran College (WI)
 Worcester Polytechnic Institute (MA)
 York College of Pennsylvania (PA)
 Xavier University (OH)

SALARY-TREND STUDY OF FACULTY IN
NURSING (R. N. TRAINING)
FOR THE YEARS
1994-95 AND 1997-98

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1997-98: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Nursing (R. N. Training). The CIP defines the discipline/major field of Nursing (R. N. Training) as,

An instructional program that generally prepares individuals in the knowledge, techniques and procedures for promoting health, providing care for sick, disabled, deformed, or other individuals or groups. Includes instruction in administration of medication and treatments, assisting a physician during treatments and examinations, referring patients to physicians and other health care specialists, and planning education for health maintenance.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 179-180-51.1601).]

This article summarizes the overall average salary increases in the discipline/major field of Nursing (R. N. Training) for both public and private institutions from the "baseline year" of 1994-95 to and including the "trend year" of 1997-98. Of the 305 institutions which participated in CUPA's PUBLIC study of 1994-95, 262 also participated in 1997-98. Data from those same 262 institutions were used in both the baseline year and the trend year. Of the 514 institutions which participated in CUPA's PRIVATE study of 1994-95, 387 also participated in 1997-98. Data from those same 387

institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Nursing (R. N. Training) for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1994-95 and 1997-98).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 27.7 for associate professors of Nursing (R. N. Training) in the 1994-95 public study means that 27.7 percent of the faculty

in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1994-95, PUBLIC 1997-98, PRIVATE 1994-95 and PRIVATE 1997-98. For example, a SALARY FACTOR of 0.96 for associate professors in the discipline/major field of Nursing (R. N. Training) in the 1994-95 public study means that their average salary is four percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1994-95 or 1997-98). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/majorfields in each of the four studies. Among other things, it is used to compare the discipline/major field of Nursing (R. N. Training) with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1994-95 and the "trend year" of 1997-98 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

			PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
			SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN
PUBLIC, 1994-95																				
DISCIPLINE: HEALTH SCIENCES																				
MAJOR FIELD: Nursing (R, N, Training)																				
AVERAGE																				
SALARY	54291	270	109	44154	753	149	36503	1270	156	35247	138	76	31622	423	91	39632	2716	167		
FAC MIX																				
PCI	9.9%			27.7%			46.8%			5.1%			15.6%			100.0%				
SALARY																				
FACTOR	0.92			0.96			0.96			0.97			1.11			0.84				
ALL MAJOR FIELDS																				
AVERAGE																				
SALARY	58932	28035		46171	23794		38132	23157		36193	3487		28571	5555		47087	80545	262		
FAC MIX																				
PCI	34.8%			39.5%			28.8%			4.3%			6.9%			100.0%				
PUBLIC, 1997-98																				
DISCIPLINE: HEALTH SCIENCES																				
MAJOR FIELD: Nursing (R, N, Training)																				
AVERAGE																				
SALARY	59435	333	122	48843	810	158	40702	1243	159	39307	106	62	35622	416	84	44528	2802	172		
FAC MIX																				
PCI	11.9%			28.9%			44.4%			3.8%			14.8%			100.0%				
SALARY																				
FACTOR	0.92			0.97			0.99			1.00			1.15			0.87				
ALL MAJOR FIELDS																				
AVERAGE																				
SALARY	64740	28214		50192	24517		41065	22819		39286	3964		31016	5361		51420	80911	262		
FAC MIX																				
PCI	34.9%			30.3%			28.2%			4.9%			6.6%			100.0%				
PRIVATE, 1994-95																				
DISCIPLINE: HEALTH SCIENCES																				
MAJOR FIELD: Nursing (R, N, Training)																				
AVERAGE																				
SALARY	52600	149	80	41770	445	121	35546	849	136	34135	90	60	31531	308	74	37873	1751	147		
FAC MIX																				
PCI	8.5%			25.4%			48.5%			5.1%			17.6%			100.0%				
SALARY																				
FACTOR	0.88			0.93			0.95			0.98			1.05			0.81				
ALL MAJOR FIELDS																				
AVERAGE																				
SALARY	59877	13579		45094	12852		37388	12597		34897	1749		30044	2016		46880	41044	387		
FAC MIX																				
PCI	33.1%			31.3%			30.7%			4.3%			4.9%			100.0%				
PRIVATE, 1997-98																				
DISCIPLINE: HEALTH SCIENCES																				
MAJOR FIELD: Nursing (R, N, Training)																				
AVERAGE																				
SALARY	56047	170	86	45539	479	135	38927	858	144	37024	88	56	35646	320	79	41679	1827	153		
FAC MIX																				
PCI	9.3%			26.2%			47.0%			4.8%			17.5%			100.0%				
SALARY																				
FACTOR	0.85			0.92			0.96			0.95			1.08			0.81				
ALL MAJOR FIELDS																				
AVERAGE																				
SALARY	65803	14238		49311	13414		40563	12704		39107	2009		33099	2045		51446	42401	387		
FAC MIX																				
PCI	33.6%			31.6%			30.0%			4.7%			4.8%			100.0%				

BEST COPY AVAILABLE

RESULTS OF THE TWO PUBLIC STUDIES: 1994-95 AND 1997-98

In the PUBLIC 1994-95 study in the above table, the discipline/major field of Nursing (R. N. Training) was reported in 167 of the 262 public institutions. The average salary of the 2,716 faculty was \$39,632. This average salary was approximately 18.8 percent lower than the average salary of \$47,087 for all 80,545 faculty in ALL MAJOR FIELDS in the same 1994-95 public study.

For the PUBLIC 1997-98 salary study in the above table, Nursing (R. N. Training) was reported in 172 of the same 262 public institutions. The average salary of the 2,802 faculty was \$44,528. This average salary was approximately 15.5 percent lower than the average salary of \$51,420 for all 80,911 faculty in ALL MAJOR FIELDS in the 1997-98 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Nursing (R. N. Training) in the public institutions studied was 12.4 percent (\$44,528 minus \$39,632 equals \$4,896). The CPI of increase cost-of-living between October 1994 and October 1997 was 8.1 percent. In comparison, with the CPI, there was a relative increase in Nursing (R. N. Training) average faculty salaries over the three-year period by 4.3 percent or an average of 1.4 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.2 percent (\$51,420 minus \$47,087 equals \$4,333). In comparison to the discipline/major field of Nursing (R. N. Training) (12.4%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 3.2 percent less than the faculty in the discipline/major field of Nursing (R. N. Training).

In the 1994-95 study the faculty mix percentage in Nursing (R. N. Training) is lower at the professor rank than at the assistant professor rank: 9.9 percent vs. 46.8 percent; and, lower in the 1997-98 study, 11.9 percent vs. 44.4 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.8 percent

vs 28.8 percent (1994-95) and 34.9 percent vs 28.2 percent (1997-98).

Finally, the hiring rate of new assistant professors in Nursing (R. N. Training) in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1994-95, 5.1 percent (138/2,716) vs 4.3 percent (3,487/80,545) and lower for the 1997-98, 3.8 percent (106/2,802) vs. 4.9 percent (3,964/80,911).

RESULTS OF THE TWO PRIVATE STUDIES: 1994-95 AND 1997-98

The PRIVATE 1994-95 salary study in the above table indicates that the discipline/major field of Nursing (R. N. Training) was reported in 147 of the 387 private institutions. The average salary of the 1,751 faculty was \$37,873, an average salary 23.8 percent lower than the average salary of \$46,880 for all 41,044 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

In the PRIVATE 1997-98 salary study in the above table, 153 of the same 387 private institutions reported Nursing (R. N. Training). The average salary of the 1,827 faculty was \$41,679, an average salary 23.4 percent lower than the average salary of \$51,446 for all 42,401 faculty in ALL MAJOR FIELDS in the 1997-98 private study.

The three-year increase in average salaries for all faculty in Nursing (R. N. Training) in the private institutions studied was 10.0 percent (\$41,679 minus \$37,873 equals \$3,806). The CPI increased cost-of-living between October 1994 and October 1997 was 8.1 percent. A more realistic increase, therefore, in the average faculty salaries of Nursing (R. N. Training) over the three-year time period, is 1.9 percent or .6 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.7 percent (\$51,446 minus \$46,880 equals \$4,566). In comparison to Nursing (R. N. Training) (10.0%), the faculty in ALL MAJOR FIELDS increased their salaries .3 percent less than faculty in Nursing (R. N. Training).

For both studies in the discipline/major field of Nursing (R. N. Training), the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 8.5 percent vs. 48.5 percent (1994-95); and 9.3 percent vs 47.0 percent, (1997-98). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.1 percent vs. 30.7 percent (1994-95) and 33.6 percent vs. 30.0 percent (1997-98).

Finally, the hiring rate for new assistant professors in Nursing (R. N. Training) was higher than the hiring rate in ALL MAJOR FIELDS in the 1994-95 private study: 5.1 percent (90/1,751) vs. 4.3 percent (1,749/41,044) and higher in the 1997-98 private study: 4.8 percent (88/1,827) vs. 4.7 percent (2,009/42,401).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Nursing (R. N. Training) and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1994-95 through the "trend year" of 1997-98. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 9,096 (3.7%) faculty in the discipline/majorfield of Nursing (R. N. Training) participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 244,901 participating faculty. The same 262 public institutions and the same 387 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/majorfield of Nursing (R. N. Training) in 1994-95 were 16 percent and 19 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00),

respectively. In both the public and private studies the average faculty salary factors for all ranks in Nursing (R. N. Training) in 1997-98 were 13 percent and 19 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1997 CPI reflects an 8.1 percent increase over the October 1994 CPI and indicates that the faculty in Nursing (R. N. Training) in the public institutions received an average annual salary increase of 1.4 percent above the cost-of-living. In the private institutions the annual average salary increase was .6 percent above the cost-of-living.

Third, in both the 1994-95 and 1997-98 public and private studies in Nursing (R. N. Training), the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Nursing (R. N. Training) is still emerging in the academy.

Finally, the hiring rate of new assistant professors in Nursing (R. N. Training) in the 1997-98 public study was lower than that of ALL MAJOR FIELDS; and in the 1994-95 public study and in the 1994-95 and 1997-98 private studies it was higher than the hiring rate of ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Nursing (R. N. Training) has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and Education studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 9
- B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 10
- C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	GEOGRAPHY
ADMINISTRATIVE ASSISTANT/SECRETARIAL	GEOLOGY
SCIENCE, GENERAL	HISTORY, GENERAL
ANTHROPOLOGY	HOME ECONOMICS
ARCHITECTURE AND RELATED PROGRAMS	LIBRARY SCIENCE
AREA, ETHNIC, AND CULTURAL STUDIES	MARKETING MANAGEMENT AND RESEARCH
ART, GENERAL	MATHEMATICS
BIOLOGICAL SCIENCES/LIFE SCIENCES	MULTI/INTERDISCIPLINARY STUDIES
BUSINESS ADMINISTRATION AND MANAGEMENT,	MUSIC, GENERAL
GENERAL	NURSING (R. N. TRAINING)
BUSINESS MANAGEMENT AND	OCCUPATIONAL THERAPY
MANAGEMENT, GENERAL	PARKS, RECREATION, LEISURE, & FITNESS STUDIES
BUSINESS/MANAGERIAL ECONOMICS	PHILOSOPHY AND RELIGION
CHEMISTRY, GENERAL	PHYSICAL SCIENCES
COMMUNICATIONS	PHYSICAL THERAPY
COMPUTER AND INFORMATION SCIENCES	PHYSICS, GENERAL
COUNSELOR EDUCATION/STUDENT COUNSELING	POLITICAL SCIENCE, GENERAL
AND GUIDANCE SERVICES	PROTECTIVE SERVICES
CURRICULUM AND INSTRUCTION	PSYCHOLOGY
DRAMA/THEATER ARTS, GENERAL	PUBLIC HEALTH, GENERAL
ECONOMICS, GENERAL	READING TEACHER EDUCATION
EDUCATION	SOCIAL SCIENCES, GENERAL
EDUCATION ADMINISTRATION AND	SOCIAL WORK
SUPERVISION, GENERAL	SOCIOLOGY
EDUCATION/INSTRUCTIONAL MEDIA	SPECIAL EDUCATION, GENERAL
TECH TECHNICIAN	SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
ENGINEERING	TEACHER EDUCATION
ENGINEERING-RELATED TECHNOLOGIES	VISUAL AND PERFORMING ARTS
ENGLISH LANGUAGE AND	
LITERATURE/LETTERS	
ENTERPRISE MANAGEMENT AND OPERATION,	TOTAL 53
GENERAL	
FOREIGN LANGUAGES AND LITERATURES	

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Alabama State University (AL)	Frostburg State University (MD)
Alcorn State University (MS)	George Mason University (VA)
Angelo State University (TX)	Georgia College & State University (GA)
Appalachian State University (NC)	Georgia Southern University (GA)
Arizona State University West (AZ)	Georgia State University (GA)
Arkansas State University (AR)	Glenville State College (WV)
Arkansas Tech University (AR)	Grand Valley State University (MI)
Auburn University at Montgomery (AL)	Harris-Stowe State College (MO)
Augusta State University (GA)	Henderson State University (AR)
Austin Peay State University (TN)	Idaho State University (ID)
Ball State University (IN)	Illinois State University (IL)
Remidji State University (MN)	Indiana State University (IN)
Black Hills State University (SD)	Indiana University at South Bend (IN)
Bloomsburg University of Pennsylvania (PA)	Indiana University East (IN)
Bluefield State College (WV)	Indiana University Kokomo (IN)
Bowie State University (MD)	Indiana University Northwest (IN)
Bridgewater State College (MA)	Indiana University-Purdue University Fort Wayne (IN)
California State University-Bakersfield (CA)	Indiana University-Purdue University Indianapolis (IN)
California State University-Fresno (CA)	Indiana University Southeast (IN)
California State University-Fullerton (CA)	Jacksonville State University (AL)
California State University-Northridge (CA)	James Madison University (VA)
California State University-San Marcos (CA)	Jersey City State College (NJ)
Central Michigan University (MI)	Keene State College (NH)
Central Missouri State University (MO)	Kennesaw State University (GA)
Chadron State College (NE)	Kent State University Main Campus (OH)
Christopher Newport University (VA)	Kentucky State University (KY)
Citadel, Military College of South Carolina, The (SC)	Lake Superior State University (MI)
Clarion University of Pennsylvania (PA)	Lamar University-Beaumont (TX)
Clemson University (SC)	Lander University (SC)
Cleveland State University (OH)	Langston University (OK)
Coastal Carolina University (SC)	Lewis-Clark State College (ID)
College of Charleston (SC)	Lincoln University (PA)
College of New Jersey, The (NJ)	Lock Haven University of Pennsylvania (PA)
Coppin State College (MD)	Longwood College (VA)
Dakota State University (SD)	Louisiana State University and Agricultural and Mechanical College (LA)
Delta State University (MS)	Louisiana State University in Shreveport (LA)
East Carolina University (NC)	Louisiana Tech University (LA)
East Central University (OK)	Marshall University (WV)
East Stroudsburg University of Pennsylvania (PA)	Massachusetts College of Liberal Arts (MA)
Eastern Connecticut University (CT)	Mayville State University (ND)
Eastern Illinois University (IL)	McNeese State University (LA)
Eastern New Mexico University Main Campus (NM)	Mesa State College (CO)
Edinboro University of Pennsylvania (PA)	Metropolitan State College of Denver (CO)
Emporia State University (KS)	Metropolitan State University (MN)
Ferris State University (MI)	Miami University (OH)
Fitchburg State College (MA)	Michigan Technological University (MI)
Fort Hays State University (KS)	Middle Tennessee State University (TN)
Fort Lewis College (CO)	
Francis Marion University (SC)	

Midwestern State University (TX)
 Millersville University of Pennsylvania (PA)
 Minot State University (ND)
 Mississippi State University (MS)
 Mississippi University for Women (MS)
 Missouri Southern State College (MO)
 Missouri Western State College (MO)
 Montana State University-Billings (MT)
 Montclair State University (NJ)
 Moorhead State University (MN)
 Morehead State University (KY)
 Morgan State University (MD)
 Murray State University (KY)
 New Jersey Institute of Technology (NJ)
 New Mexico State University Main Campus (NM)
 Nicholls State University (LA)
 North Carolina Central (NC)
 North Dakota State University Main Campus (ND)
 Northeast Louisiana University (LA)
 Northeastern Illinois University (IL)
 Northeastern State University (OK)
 Northern Arizona University (AZ)
 Northern Kentucky University (KY)
 Northern Michigan University (MI)
 Northwest Missouri State University (MO)
 Northwestern State University (LA)
 Oakland University (MI)
 Ohio State University Main Campus, The (OH)
 Old Dominion University (VA)
 Peru State College (NE)
 Pittsburg State University (KS)
 Plymouth State College (NH)
 Portland State University (OR)
 Purdue University Calumet (IN)
 Radford University (VA)
 Ramapo College of New Jersey (NJ)
 Rhode Island College (RI)
 Richard Stockton College of New Jersey, The (NJ)
 Rowan University (NJ)
 Rutgers, the State University of New Jersey (NJ)
 Saginaw Valley State University (MI)
 Saint Mary's College of Maryland (MD)
 Salem State College (MA)
 Salisbury State University (MD)
 Sam Houston State University (TX)
 San Francisco State University (CA)
 Shawnee State University (OH)
 Shippensburg University of Pennsylvania (PA)
 South Carolina State University (SC)
 South Dakota School of Mines and Technology (SD)
 South Dakota State University (SD)
 Southeast Missouri State University (MO)
 Southeastern Louisiana University (LA)
 Southeastern Oklahoma State University (OK)
 Southern Arkansas University (AR)
 Southern Connecticut State University (CT)
 Southern Illinois University at Carbondale (IL)
 Southern Illinois University at Edwardsville (IL)
 Southern Polytechnic State University (GA)
 Southern University and Agricultural and
 Mechanical College (LA)
 Southern Utah University (UT)
 Southwest Missouri State University (MO)
 Southwest State University (MN)
 Southwest Texas State University (TX)
 Southwestern Oklahoma State University (OK)
 State University of New York at Binghamton (NY)
 State University of New York at Stony Brook (NY)
 State University of New York College at Brockport
 (NY)
 State University of New York College at Cortland
 (NY)
 State University of New York College at Fredonia
 (NY)
 State University of New York College at Geneseo
 (NY)
 State University of New York College at Plattsburgh
 (NY)
 State University of New York Institute of
 Technology at Utica-Rome (NY)
 State University of West Georgia (GA)
 Tarleton State University (TX)
 Temple University (PA)
 Tennessee Technological University (TN)
 Texas A & M International University (TX)
 Texas A & M University-Commerce (TX)
 Texas A & M University-Corpus Christi (TX)
 Texas Southern University (TX)
 Texas Tech University (TX)
 Texas Woman's University (TX)
 Towson University (MD)
 Troy State University (AL)
 Truman State University (MO)
 University of Akron Main Campus, The (OH)
 University of Alabama in Huntsville (AL)
 University of Arkansas at Little Rock (AR)
 University of Central Arkansas (AR)
 University of Central Oklahoma (OK)
 University of Colorado at Denver (CO)
 University of Delaware (DE)
 University of Houston-Clear Lake (TX)
 University of Houston-Downtown (TX)
 University of Maine (ME)
 University of Maine at Farmington (ME)
 University of Maine at Fort Kent (ME)
 University of Maine at Presque Isle (ME)
 University of Massachusetts Amherst (MA)
 University of Massachusetts Boston (MA)
 University of Massachusetts Dartmouth (MA)
 University of Memphis, The (TN)
 University of Michigan-Dearborn (MI)
 University of Minnesota-Duluth (MN)

University of Minnesota-Morris (MN)
 University of Missouri-Kansas City (MO)
 University of Missouri-Saint Louis (MO)
 University of Montevallo (AL)
 University of Nebraska at Kearney (NE)
 University of Nebraska at Omaha (NE)
 University of Nevada Las Vegas (NV)
 University of North Carolina at Asheville (NC)
 University of North Carolina at Charlotte (NC)
 University of North Carolina at Greensboro (NC)
 University of North Carolina at Pembroke (NC)
 University of North Carolina at Wilmington (NC)
 University of North Texas (TX)
 University of Northern Colorado (CO)
 University of Puerto Rico Humacao University
 College (PR)
 University of South Alabama (AL)
 University of South Carolina-Aiken (SC)
 University of South Carolina Spartanburg (SC)
 University of Southern Colorado (CO)
 University of Southern Indiana (IN)
 University of Southern Mississippi (MS)
 University of Southwestern Louisiana (LA)
 University of Tennessee at Chattanooga (TN)
 University of Tennessee at Martin (TN)
 University of Tennessee, Memphis (TN)
 University of Texas at Arlington (TX)
 University of Texas at Dallas (TX)
 University of Texas at El Paso (TX)
 University of Texas at San Antonio (TX)
 University of the Virgin Islands, St. Thomas (VI)
 University of Toledo (OH)
 University of West Florida (FL)
 University of Wisconsin-Eau Claire (WI)
 University of Wisconsin-Green Bay (WI)
 University of Wisconsin-La Crosse (WI)
 University of Wisconsin-Oshkosh (WI)
 University of Wisconsin-Platteville (WI)
 University of Wisconsin-Stevens Point (WI)
 University of Wisconsin-Stout (WI)
 University of Wisconsin-Superior (WI)
 University of Wisconsin-Whitewater (WI)
 Valdosta State University (GA)
 Valley City State University (ND)
 Virginia State University (VA)
 Washburn University of Topeka (KS)
 Washington State University (WA)
 Wayne State College (NE)
 Weber State University (UT)
 West Texas A & M University (TX)
 West Virginia University Institute of Technology
 (WV)
 Western Carolina University (NC)
 Western Illinois University (IL)
 Western Kentucky University (KY)
 Western Michigan University (MI)

Western Montana College of the University of
 Montanan (MT)
 Western Oregon University (OR)
 Wichita State University (KS)
 William Paterson University of New Jersey (NJ)
 Winston-Salem State University (NC)
 Winthrop University (SC)
 Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Briar Cliff College (IA)
Agnes Scott College (GA)	Brown University (RI)
Albertson College of Idaho (ID)	Bryan College (TN)
Albertus Magnus College (CT)	Bryant College (RI)
Albright College (PA)	Bryn Mawr College (PA)
Alderson-Broadthus College (WV)	Buena Vista University (IA)
Alfred University (NY)	Butler University (IN)
Allegheny College (PA)	Cabrini College (PA)
Allentown College of St. Francis De Sales (PA)	Caldwell College (NJ)
Alma College (MI)	Calvin College (MI)
Alvernia College (PA)	Canisius College (NY)
Alverno College (WI)	Capitol College (MD)
Amherst College (MA)	Cardinal St. Ignace College (WI)
Anderson University (IN)	Carlow College (PA)
Antioch University (OH)	Case Western Reserve University (OH)
Aquinas College (MI)	Catawba College (NC)
Asbury College (KY)	Cazenovia College (NY)
Ashland University (OH)	Cedarville College (OH)
Aurora University (IL)	Central Baptist College (AR)
Avila College (MO)	Central Methodist College (MO)
Azusa Pacific University (CA)	Chapman University (CA)
Babson College (MA)	Charleston Southern University (SC)
Baker College of Flint (MI)	Christian Brothers University (TN)
Baker College of Muskegon (MI)	Christian Heritage College (CA)
Baker University (KS)	Claremont McKenna College (CA)
Baldwin-Wallace College (OH)	Clarke College (IA)
Barat College (IL)	Clarkson College (NE)
Barnard College (NY)	Clarkson University (NY)
Barry University (FL)	Colby-Sawyer College (NH)
Bastyr University (WA)	College Misericordia (PA)
Beaver College (PA)	College of Notre Dame of Maryland (MD)
Bellarmino College (KY)	College of Our Lady of the Elms (MA)
Bellevue University (NE)	College of Saint Catherine (MN)
Belmont Abbey College (NC)	College of Saint Elizabeth (NJ)
Belmont University (TN)	College of Saint Mary (NE)
Benedict College (SC)	College of Saint Rose (NY)
Benedictine University (IL)	College of Saint Scholastica (MN)
Bennett College (NC)	College of the Southwest (NM)
Bentley College (MA)	Colorado Christian University (CO)
Bethany College (KS)	Columbia College (MO)
Bethel College (IN)	Columbia College (SC)
Bethel College (KS)	Columbia International University (SC)
Bethel College (MN)	Concordia College Moorhead (MN)
Birmingham-Southern College (AL)	Concordia College (NE)
Blackburn College (IL)	Concordia College (NY)
Bluefield College (VA)	Concordia University (CA)
Bradford College (MA)	Concordia University (MN)
Bradley University (IL)	Cooper Union for the Advancement of Science and Art (The) (NY)
Brandeis University (MA)	
Brenau University (GA)	

Cornerstone College and Grand Rapids Baptist
 Seminary (MI)
 Covenant College (GA)
 Creighton University (NE)
 Culver-Stockton College (MO)
 D'Youville College (NY)
 Dakota Wesleyan University (SD)
 Davidson College (NC)
 Davis & Elkins College (WV)
 DePaul University (IL)
 Dickinson College (PA)
 Doane College (NE)
 Dominican College of Blauvelt (NY)
 Dominican College of San Rafael (CA)
 Doudt College (IA)
 Drake University (IA)
 Drury College (MO)
 Duquesne University (PA)
 East Texas Baptist University (TX)
 Eastern Mennonite University (VA)
 Eckerd College (FL)
 Edgewood College (WI)
 Elizabethtown College (PA)
 Elmhurst College (IL)
 Elmira College (NY)
 Emerson College (MA)
 Emmanuel College (MA)
 Emory University (GA)
 Furka College (IL)
 Fairfield University (CT)
 Ferrum College (VA)
 Florida Institute of Technology (FL)
 Franciscan University of Steubenville (OH)
 Franklin College of Indiana (IN)
 Freed-Hardeman University (TN)
 Friends University (KS)
 Gannon University (PA)
 Gardner-Webb University (NC)
 George Washington University (DC)
 Georgetown College (KY)
 Georgian Court College (NJ)
 Golden Gate University (CA)
 Gonzaga University (WA)
 Gordon College (MA)
 Goshen College (IN)
 Grand View College (IA)
 Grinnell College (IA)
 Guilford College (NC)
 Hampton-Sydney College (VA)
 Hannibal-LaGrange College (MO)
 Hartwick College (NY)
 Hastings College (NE)
 Hilbert College (NY)
 Hiram College (OH)
 Hofstra University (NY)
 Holy Family College (PA)

Holy Names College (CA)
 Hope College (MI)
 Houghton College (NY)
 Howard University (DC)
 Husson College (ME)
 Immaculata College (PA)
 Inter American University of Puerto Rico Bayamon
 Campus (PR)
 Iona College (NY)
 Ithaca College (NY)
 Jacksonville University (FL)
 John Brown University (AR)
 John Carroll University (OH)
 John Hopkins University (MD)
 Judson College (AL)
 Juniata College (PA)
 Kalamazoo College (MI)
 Kentucky Wesleyan College (KY)
 Kenyon College (OH)
 King's College (PA)
 La Roche College (PA)
 La Salle University (PA)
 LaSierra University (CA)
 Lafayette College (PA)
 LaGrange College (GA)
 Le Moyne College (NY)
 Lebanon Valley College (PA)
 Lees-McRae College (NC)
 Lenoir-Rhyne College (NC)
 Letourneau University (TX)
 Limestone College (SC)
 Lincoln Memorial University (TN)
 Lindsay Wilson College (KY)
 Loras College (IA)
 Louisiana College (LA)
 Loyola Marymount University (CA)
 Loyola University New Orleans (LA)
 Lycoming College (PA)
 Lynchburg College (VA)
 Lyon College (AR)
 Madonna University (MI)
 Malone College (OH)
 Manhattan Christian College (KS)
 Marian College (IN)
 Marian College of Fond du lac (WI)
 Marietta College (OH)
 Marist College (NY)
 Mars Hill College (NC)
 Mary Baldwin College (VA)
 Marymount College (NY)
 Marymount University (VA)
 Maryville University of St Louis (MO)
 Marywood College (PA)
 Massachusetts Institute of Technology (MA)
 McMurray University (TX)

McPherson College (KS)
 Medaille College (NY)
 Mercer University (GA)
 Mercy College (NY)
 Meredith College (NC)
 Merrimack College (MA)
 Messiah College (PA)
 Midland Lutheran College (NE)
 Midway College (KY)
 Milligan College (TN)
 Millikin University (IL)
 Molloy College (NY)
 Monmouth University (NJ)
 Morningside College (IA)
 Morris Brown College (GA)
 Mount Olive College (NC)
 Muthenberg College (PA)
 Muskingum College (OH)
 National University (CA)
 Neumann College (PA)
 New Hampshire College (NH)
 Niagara University (NY)
 North Carolina Wesleyan College (NC)
 North Central College (IL)
 Northeastern University (MA)
 Northland College (WI)
 Northwest College (WA)
 Northwestern College (IA)
 Northwestern College (MN)
 Norwich University (VT)
 Notre Dame College (NH)
 Notre Dame College (OH)
 Nova Southeastern University (FL)
 Occidental College (CA)
 Oglethorpe University (GA)
 Ohio Northern University (OH)
 Oklahoma Baptist University (OK)
 Our Lady of the Lake University (TX)
 Pace University New York Campus (NY)
 Pacific Lutheran University (WA)
 Pacific Oaks College (CA)
 Palm Beach Atlantic College (FL)
 Pepperdine University (CA)
 Pfeiffer University (NC)
 Piedmont College (GA)
 Pikeville College (KY)
 Pine Manor College (MA)
 Pittsburgh Theological Seminary (PA)
 Point Park College (PA)
 Presbyterian College (SC)
 Providence College (RI)
 Quincy University (IL)
 Randolph-Macon College (VA)
 Reed College (OR)
 Reformed Bible College (MI)
 Regis College (MA)

Rensselaer Polytechnic Institute (NY)
 Rhodes College (TN)
 Rider University (NJ)
 Ripon College (WI)
 Rivier College (NH)
 Roanoke College (VA)
 Robert Morris College (PA)
 Rockford College (IL)
 Rockhurst College (MO)
 Rollins College (FL)
 Roosevelt University (IL)
 Rose-Hulman Institute of Technology (IN)
 Sacred Heart University (CT)
 Saint Francis College (IN)
 Saint Francis College (PA)
 Saint John's University (MN)
 Saint Joseph's University (PA)
 Saint Mary's College (IN)
 Saint Mary's College of California (CA)
 Saint Mary's University of Minnesota (MN)
 Saint Peter's College (NJ)
 Saint Vincent College (PA)
 Saint Xavier University (IL)
 Salem College (NC)
 Salem-Teikyo University (WV)
 Salve Regina University (RI)
 Samuel Merritt College (CA)
 San Jose Christian College (CA)
 Santa Clara University (CA)
 Scripps College (CA)
 Seattle Pacific University (WA)
 Seattle University (WA)
 Seton Hill College (PA)
 Shorter College (GA)
 Siena College (NY)
 Siena Heights College (MI)
 Sierra Nevada College (NV)
 Simpson College (IA)
 Simpson College (CA)
 Southern Adventist University (TN)
 Southern California College (CA)
 Southern Vermont College (VT)
 Southwestern College (AZ)
 Spalding University (KY)
 Spring Arbor College (MI)
 Springfield College (MA)
 St. Ambrose University (IA)
 St. Andrews Presbyterian College (NC)
 St. Bonaventure University (NY)
 St. Edward's University (TX)
 St. John Fisher College (NY)
 St. John's University (NY)
 St. Mary's University (TX)
 St. Olaf College (MN)
 Stanford University (CA)
 Stetson University (FL)

Stevens Institute of Technology (NJ)	Wheaton College (MA)
Susquehanna University (PA)	Wheeling Jesuit University (WV)
Teachers College, Columbia University (NY)	Whittier College (CA)
Teikyo Post University (CT)	Widener University (PA)
Texas Christian University (TX)	William Jewell College (MO)
The Catholic University of America (DC)	William Penn College (IA)
The Defiance College, (OH)	William Woods University (MO)
The Sage Colleges (NY)	Williams Baptist College (AR)
Thomas College (ME)	Wilmington College (OH)
Thomas More College (KY)	Wisconsin Lutheran College (WI)
Trinity College of Vermont (VT)	Worcester Polytechnic Institute (MA)
Tulane University (LA)	Xavier University (OH)
Tusculum University (TN)	York College of Pennsylvania (PA)
Tuskegee University (AL)	
Union College (NE)	
Union Institute (OH)	
Union Theological Seminary and Presbyterian School of Christian Education (VA)	
United States International University (CA)	
University of Bridgeport (CT)	
University of Central Texas (TX)	
University of Charleston (WV)	
University of Detroit Mercy (MI)	
University of Dubuque (IA)	
University of Hartford (CT)	
University of La Verne (CA)	
University of Miami (FL)	
University of New England (ME)	
University of Portland (OR)	
University of Richmond (VA)	
University of Rio Grande (OH)	
University of Saint Thomas (MN)	
University of San Diego (CA)	
University of San Francisco (CA)	
University of Scranton (PA)	
University of Sioux Falls (SD)	
University of the Ozarks (AR)	
University of the Pacific (CA)	
University of the South (TN)	
University of Tulsa (OK)	
Upper Iowa University (IA)	
Ursuline College (OH)	
Valparaiso University (IN)	
Villanova University (PA)	
Viterbo College (WI)	
Walsh University (OH)	
Warren Wilson College (NC)	
Warburg College (IA)	
Washington and Jefferson College (PA)	
Washington College (MD)	
Webber College (IL)	
West Virginia Wesleyan College (WV)	
Western Baptist College (OR)	
Western Maryland College (MD)	
Western New England College (MA)	
Westminster College (PA)	

SALARY-TREND STUDY OF FACULTY IN
OCCUPATIONAL THERAPY
FOR THE YEARS
1994-95 AND 1997-98

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1997-98: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Occupational Therapy. The CIP defines the discipline/major field of Occupational Therapy as,

An instructional program that prepares individuals to employ self-care, work and play activities as therapeutic regimes for patients in order to increase independent functioning, enhance development and assist recovery from disability. Includes instruction in adapting therapeutic tasks or environments to achieve maximum independence and enhance the quality of life for each patient.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 185--51.2306).]

This article summarizes the overall average salary increases in the discipline/major field of Occupational Therapy for both public and private institutions from the "baseline year" of 1994-95 to and including the "trend year" of 1997-98. Of the 305 institutions which participated in CUPA's PUBLIC study of 1994-95, 262 also participated in 1997-98. Data from those same 262 institutions were used in both the baseline year and the trend year. Of the 514 institutions which participated in CUPA's PRIVATE study of 1994-95, 387 also participated in 1997-98. Data from those same 387 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Occupational Therapy for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1994-95 and 1997-98).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 25.7 for associate professors of Occupational Therapy in the 1994-95 public study means that 25.7 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1994-95, PUBLIC 1997-98, PRIVATE 1994-95 and PRIVATE 1997-98. For example, a SALARY FACTOR of 0.93 for associate professors in the discipline/major field of Occupational Therapy in the 1994-95 public study means that their average salary is seven percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1994-95 or 1997-98). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Occupational Therapy with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1994-95 and the "trend year" of 1997-98 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN
DISCIPLINE: HEALTH SCIENCES																		
MAJOR FIELD: Occupational Therapy																		
<u>PUBLIC, 1994-95</u>																		
AVERAGE																		
SALARY	55048	12	4	43057	26	10	39279	34	12	34000	1	1	31066	29	9	39767	101	14
FACTOR	11.9%			25.7%			33.7%			1.0%			28.7%			100.0%		
SALARY																		
FACTOR	0.93			0.93			1.03			0.94			1.09			0.84		

	ALL MAJOR FIELDS												
AVERAGE SALARY	64740	28214	50192	24517	41065	22819	39286	3964	31016	5361	51420	80911	26211
TEACHING PERCENT	34.9%		30.3%		28.2%		4.9%		6.6%		100.0%		

DISCIPLINE: HEALTH SCIENCES																		
MAJOR FIELD: Occupational Therapy																		
PRIVATE, 1994-95																		
AVERAGE																		
SAI AVE	51316	5	5	45162	15	6	38567	60	21	38999	16	13	36178	18	11	39788	98	23
FAC MIX																		
PCI	5.1%			15.3%			61.2%			16.3%			18.4%			100.0%		
SAI AVE																		
FAC TOR	0.86			1.00			1.03			1.12			1.20			0.85		

ALL MAJOR FIELDS													
AVERAGE SALARY	59877	13879	45094	12852	37388	12597	34897	1749	30044	2016	46880	41044	38
FAC MIN Pct	33.1%		31.3%		30.7%		4.3%		4.9%		100.0%		

DISCIPLINE: HEALTH SCIENCES																		
MAJOR FIELD: Occupational Therapy																		
PRIVATE, 1997-98																		
AVERAGE																		
SALARY	57802	15	11	54813	45	22	43163	111	35	46588	17	14	40200	31	17	46395	202	41
FACT. MIN.																		
PC 1	7.4%			22.3%			55.0%			8.4%			15.3%			100.0%		
SALARY																		
FACTOR	0.88			1.11			1.06			1.19			1.21			0.90		

ALL MAJOR FIELDS													
AVERAGE SALARY	195803	14278	49311	13414	40863	12704	39107	20099	33099	2045	51446	42401	38
FROM MIN. PUL	33.6%		31.6%		30.0%		4.7%		4.8%		100.0%		

RESULTS OF THE TWO PUBLIC STUDIES: 1994-95 AND 1997-98

In the PUBLIC 1994-95 study in the above table, the discipline/major field of Occupational Therapy was reported in 14 of the 262 public institutions. The average salary of the 101 faculty was \$39,767. This average salary was approximately 18.4 percent lower than the average salary of \$47,087 for all 80,545 faculty in ALL MAJOR FIELDS in the same 1994-95 public study.

For the PUBLIC 1997-98 salary study in the above table, Occupational Therapy was reported in 21 of the same 262 public institutions. The average salary of the 121 faculty was \$43,094. This average salary was approximately 19.3 percent lower than the average salary of \$51,420 for all 80,911 faculty in ALL MAJOR FIELDS in the 1997-98 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Occupational Therapy in the public institutions studied was 8.4 percent (\$43,094 minus \$39,767 equals \$3,327). The CPI of increase cost-of-living between October 1994 and October 1997 was 8.1 percent. In comparison, with the CPI, there was a relative increase in Occupational Therapy average faculty salaries over the three-year period by .3 percent or an average of .1 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.2 percent (\$51,420 minus \$47,087 equals \$4,333). In comparison to the discipline/major field of Occupational Therapy (8.4%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .8 percent more than the faculty in the discipline/major field of Occupational Therapy.

In the 1994-95 study the faculty mix percentage in Occupational Therapy is lower at the professor rank than at the assistant professor rank: 11.9 percent vs. 33.7 percent; in the 1997-98 study it is 11.6 percent vs. 38.0 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.8 percent

vs 28.8 percent (1994-95) and 34.9 percent vs 28.2 percent (1997-98).

Finally, the hiring rate of new assistant professors in Occupational Therapy in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1994-95, 1.0 percent (1/101) vs 4.3 percent (3,487/80,545) and higher in 1997-98, 5.0 percent (6/121) vs. 4.9 percent (3,964/80,911).

RESULTS OF THE TWO PRIVATE STUDIES: 1994-95 AND 1997-98

The PRIVATE 1994-95 salary study in the above table indicates that the discipline/major field of Occupational Therapy was reported in 23 of the 387 private institutions. The average salary of the 98 faculty was \$39,788, an average salary 17.8 percent lower than the average salary of \$46,880 for all 41,044 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

In the PRIVATE 1997-98 salary study in the above table, 41 of the same 387 private institutions reported Occupational Therapy. The average salary of the 202 faculty was \$46,395, an average salary 10.9 percent lower than the average salary of \$51,446 for all 42,401 faculty in ALL MAJOR FIELDS in the 1997-98 private study.

The three-year increase in average salaries for all faculty in Occupational Therapy in the private institutions studied was 16.6 percent (\$46,395 minus \$39,788 equals \$6,607). The CPI increased cost-of-living between October 1994 and October 1997 was 8.1 percent. A more realistic increase, therefore, in the average faculty salaries of Occupational Therapy over the three-year time period, is 8.5 percent or 2.8 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.7 percent (\$51,446 minus \$46,880 equals \$4,566). In comparison to Occupational Therapy (16.6%), the faculty in ALL MAJOR FIELDS increased their salaries 6.9 percent (16.6% minus 9.7% equals 6.9%) less than faculty in Occupational Therapy.

For both studies in the discipline/major field of Occupational Therapy, the faculty mix

percentage is lower at the professor rank in comparison to the assistant professor rank: 5.1 percent vs. 61.2 percent (1994-95); and 7.4 percent vs 55.0 percent, (1997-98). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.1 percent vs. 30.7 percent (1994-95) and 33.6 percent vs. 30.0 percent (1997-98).

Finally, the hiring rate for new assistant professors in Occupational Therapy was higher than the hiring rate in ALL MAJOR FIELDS in the 1994-95 private study: 16.3 percent (16/98) vs. 4.3 percent (1,749/41,044) and higher in the 1997-98 private study: 8.4 percent (17/202) vs. 4.7 percent (2,009/42,401).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Occupational Therapy and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1994-95 through the "trend year" of 1997-98. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 522 (.2%) faculty in the discipline/major field of Occupational Therapy participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 244,901 participating faculty. The same 262 public institutions and the same 387 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Occupational Therapy 1994-95 were 16 percent and 15 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in

Occupational Therapy in 1997-98 were 16 percent and 10 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1997 CPI reflects an 8.1 percent increase over the October 1994 CPI and indicates that the faculty in Occupational Therapy in the public institutions received an average annual salary increase of 0.1 percent above the cost-of-living. In the private institutions the annual average salary increase was 2.8 percent above the cost-of-living.

Third, in both the 1994-95 and 1997-98 public and private studies in Occupational Therapy, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Occupational Therapy is still emerging in the academy.

Finally, the hiring rate of new assistant professors in Occupational Therapy in the 1994-95 public study was lower than the hiring rate for ALL MAJOR FIELDS; however in the 1997-98 public study it was higher. For the 1994-95 and the 1997-98 private studies it was higher than the hiring rate of ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Occupational Therapy has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and Education studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 9
- B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 10
- C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	GEOGRAPHY
ADMINISTRATIVE ASSISTANT/SECRETARIAL	GEOLOGY
SCIENCE, GENERAL	HISTORY, GENERAL
ANTHROPOLOGY	HOME ECONOMICS
ARCHITECTURE AND RELATED PROGRAMS	LIBRARY SCIENCE
AREA, ETHNIC, AND CULTURAL STUDIES	MARKETING MANAGEMENT AND RESEARCH
ART, GENERAL	MATHEMATICS
BIOLOGICAL SCIENCES/LIFE SCIENCES	MULTI/INTERDISCIPLINARY STUDIES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL	MUSIC, GENERAL
BUSINESS MANAGEMENT AND MANAGEMENT, GENERAL	NURSING (R. N. TRAINING)
BUSINESS MANAGERIAL ECONOMICS	OCCUPATIONAL THERAPY
CHEMISTRY, GENERAL	PARKS, RECREATION, LEISURE, & FITNESS STUDIES
COMMUNICATIONS	PHILOSOPHY AND RELIGION
COMPUTER AND INFORMATION SCIENCES	PHYSICAL SCIENCES
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES	PHYSICAL THERAPY
CURRICULUM AND INSTRUCTION	PHYSICS, GENERAL
DRAMA/THEATER ARTS, GENERAL	POLITICAL SCIENCE, GENERAL
ECONOMICS, GENERAL	PROTECTIVE SERVICES
EDUCATION	PSYCHOLOGY
EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL	PUBLIC HEALTH, GENERAL
EDUCATION/INSTRUCTIONAL MEDIA TECHNICIAN	READING TEACHER EDUCATION
ENGINEERING	SOCIAL SCIENCES, GENERAL
ENGINEERING-RELATED TECHNOLOGIES	SOCIAL WORK
ENGLISH LANGUAGE AND LITERATURE/LETTERS	SOCIOLOGY
ENTERPRISE MANAGEMENT AND OPERATION, GENERAL	SPECIAL EDUCATION, GENERAL
FOREIGN LANGUAGES AND LITERATURES	SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
	TEACHER EDUCATION
	VISUAL AND PERFORMING ARTS
	TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Alabama State University (AL)	Frostburg State University (MD)
Alcorn State University (MS)	George Mason University (VA)
Angelo State University (TX)	Georgia College & State University (GA)
Appalachian State University (NC)	Georgia Southern University (GA)
Arizona State University West (AZ)	Georgia State University (GA)
Arkansas State University (AR)	Glenville State College (WV)
Arkansas Tech University (AR)	Grand Valley State University (MI)
Auburn University at Montgomery (AL)	Harris-Stowe State College (MO)
Augusta State University (GA)	Henderson State University (AR)
Austin Peay State University (TN)	Idaho State University (ID)
Ball State University (IN)	Illinois State University (IL)
Benidji State University (MN)	Indiana State University (IN)
Black Hills State University (SD)	Indiana University at South Bend (IN)
Bloomsburg University of Pennsylvania (PA)	Indiana University East (IN)
Bluefield State College (WV)	Indiana University Kokomo (IN)
Bowie State University (MD)	Indiana University Northwest (IN)
Bridgewater State College (MA)	Indiana University-Purdue University Fort Wayne (IN)
California State University-Bakersfield (CA)	Indiana University-Purdue University Indianapolis (IN)
California State University-Fresno (CA)	Indiana University Southeast (IN)
California State University-Fullerton (CA)	Jacksonville State University (AL)
California State University-Northridge (CA)	James Madison University (VA)
California State University-San Marcos (CA)	Jersey City State College (NJ)
Central Michigan University (MI)	Keene State College (NH)
Central Missouri State University (MO)	Kennesaw State University (GA)
Chadron State College (NE)	Kent State University Main Campus (OH)
Christopher Newport University (VA)	Kentucky State University (KY)
Citadel, Military College of South Carolina, The (SC)	Lake Superior State University (MI)
Clarion University of Pennsylvania (PA)	Lamar University-Beaumont (TX)
Clemson University (SC)	Lander University (SC)
Cleveland State University (OH)	Langston University (OK)
Coastal Carolina University (SC)	Lewis-Clark State College (ID)
College of Charleston (SC)	Lincoln University (PA)
College of New Jersey, The (NJ)	Lock Haven University of Pennsylvania (PA)
Coppin State College (MD)	Longwood College (VA)
Dakota State University (SD)	Louisiana State University and Agricultural and Mechanical College (LA)
Delta State University (MS)	Louisiana State University in Shreveport (LA)
East Carolina University (NC)	Louisiana Tech University (LA)
East Central University (OK)	Marshall University (WV)
East Stroudsburg University of Pennsylvania (PA)	Massachusetts College of Liberal Arts (MA)
Eastern Connecticut University (CT)	Mayville State University (ND)
Eastern Illinois University (IL)	McNeese State University (LA)
Eastern New Mexico University Main Campus (NM)	Mesa State College (CO)
Edinboro University of Pennsylvania (PA)	Metropolitan State College of Denver (CO)
Emporia State University (KS)	Metropolitan State University (MN)
Ferris State University (MI)	Miami University (OH)
Fitchburg State College (MA)	Michigan Technological University (MI)
Fort Hays State University (KS)	Middle Tennessee State University (TN)
Fort Lewis College (CO)	
Francis Marion University (SC)	

Midwestern State University (TX)
 Millersville University of Pennsylvania (PA)
 Minot State University (ND)
 Mississippi State University (MS)
 Mississippi University for Women (MS)
 Missouri Southern State College (MO)
 Missouri Western State College (MO)
 Montana State University-Billings (MT)
 Montclair State University (NJ)
 Moorhead State University (MN)
 Morehead State University (KY)
 Morgan State University (MD)
 Murray State University (KY)
 New Jersey Institute of Technology (NJ)
 New Mexico State University Main Campus (NM)
 Nicholls State University (LA)
 North Carolina Central (NC)
 North Dakota State University Main Campus (ND)
 Northeast Louisiana University (LA)
 Northeastern Illinois University (IL)
 Northeastern State University (OK)
 Northern Arizona University (AZ)
 Northern Kentucky University (KY)
 Northern Michigan University (MI)
 Northwest Missouri State University (MO)
 Northwestern State University (LA)
 Oakland University (MI)
 Ohio State University Main Campus, The (OH)
 Old Dominion University (VA)
 Penn State College (NE)
 Pittsburg State University (KS)
 Plymouth State College (NH)
 Portland State University (OR)
 Purdue University Calumet (IN)
 Radford University (VA)
 Ramapo College of New Jersey (NJ)
 Rhode Island College (RI)
 Richard Stockton College of New Jersey, The (NJ)
 Rowan University (NJ)
 Rutgers, the State University of New Jersey (NJ)
 Saginaw Valley State University (MI)
 Saint Mary's College of Maryland (MD)
 Salem State College (MA)
 Salisbury State University (MD)
 Sam Houston State University (TX)
 San Francisco State University (CA)
 Shawnee State University (OH)
 Shippensburg University of Pennsylvania (PA)
 South Carolina State University (SC)
 South Dakota School of Mines and Technology (SD)
 South Dakota State University (SD)
 Southeast Missouri State University (MO)
 Southeastern Louisiana University (LA)
 Southeastern Oklahoma State University (OK)
 Southern Arkansas University (AR)
 Southern Connecticut State University (CT)
 Southern Illinois University at Carbondale (IL)
 Southern Illinois University at Edwardsville (IL)
 Southern Polytechnic State University (GA)
 Southern University and Agricultural and
 Mechanical College (LA)
 Southern Utah University (UT)
 Southwest Missouri State University (MO)
 Southwest State University (MN)
 Southwest Texas State University (TX)
 Southwestern Oklahoma State University (OK)
 State University of New York at Binghamton (NY)
 State University of New York at Stony Brook (NY)
 State University of New York College at Brockport
 (NY)
 State University of New York College at Cortland
 (NY)
 State University of New York College at Fredonia
 (NY)
 State University of New York College at Geneseo
 (NY)
 State University of New York College at Plattsburgh
 (NY)
 State University of New York Institute of
 Technology at Utica-Rome (NY)
 State University of West Georgia (GA)
 Tarleton State University (TX)
 Temple University (PA)
 Tennessee Technological University (TN)
 Texas A & M International University (TX)
 Texas A & M University-Commerce (TX)
 Texas A & M University-Corpus Christi (TX)
 Texas Southern University (TX)
 Texas Tech University (TX)
 Texas Woman's University (TX)
 Towson University (MD)
 Troy State University (AL)
 Truman State University (MO)
 University of Akron Main Campus, The (OH)
 University of Alabama in Huntsville (AL)
 University of Arkansas at Little Rock (AR)
 University of Central Arkansas (AR)
 University of Central Oklahoma (OK)
 University of Colorado at Denver (CO)
 University of Delaware (DE)
 University of Houston-Clear Lake (TX)
 University of Houston-Downtown (TX)
 University of Maine (ME)
 University of Maine at Farmington (ME)
 University of Maine at Fort Kent (ME)
 University of Maine at Presque Isle (ME)
 University of Massachusetts Amherst (MA)
 University of Massachusetts Boston (MA)
 University of Massachusetts Dartmouth (MA)
 University of Memphis, The (TN)
 University of Michigan-Dearborn (MI)
 University of Minnesota-Duluth (MN)

University of Minnesota-Morris (MN)
 University of Missouri-Kansas City (MO)
 University of Missouri-Saint Louis (MO)
 University of Montevallo (AL)
 University of Nebraska at Kearney (NE)
 University of Nebraska at Omaha (NE)
 University of Nevada-Las Vegas (NV)
 University of North Carolina at Asheville (NC)
 University of North Carolina at Charlotte (NC)
 University of North Carolina at Greensboro (NC)
 University of North Carolina at Pembroke (NC)
 University of North Carolina at Wilmington (NC)
 University of North Texas (TX)
 University of Northern Colorado (CO)
 University of Puerto Rico Humacao University
 College (PR)
 University of South Alabama (AL)
 University of South Carolina-Aiken (SC)
 University of South Carolina Spartanburg (SC)
 University of Southern Colorado (CO)
 University of Southern Indiana (IN)
 University of Southern Mississippi (MS)
 University of Southwestern Louisiana (LA)
 University of Tennessee at Chattanooga (TN)
 University of Tennessee at Martin (TN)
 University of Tennessee, Memphis (TN)
 University of Texas at Arlington (TX)
 University of Texas at Dallas (TX)
 University of Texas at El Paso (TX)
 University of Texas at San Antonio (TX)
 University of the Virgin Islands, St. Thomas (VI)
 University of Toledo (OH)
 University of West Florida (FL)
 University of Wisconsin-Eau Claire (WI)
 University of Wisconsin-Green Bay (WI)
 University of Wisconsin-La Crosse (WI)
 University of Wisconsin-Oshkosh (WI)
 University of Wisconsin-Platteville (WI)
 University of Wisconsin-Stevens Point (WI)
 University of Wisconsin-Stout (WI)
 University of Wisconsin-Superior (WI)
 University of Wisconsin-Whitewater (WI)
 Valdosta State University (GA)
 Valley City State University (ND)
 Virginia State University (VA)
 Washburn University of Topeka (KS)
 Washington State University (WA)
 Wayne State College (NE)
 Weber State University (UT)
 West Texas A & M University (TX)
 West Virginia University Institute of Technology
 (WV)
 Western Carolina University (NC)
 Western Illinois University (IL)
 Western Kentucky University (KY)
 Western Michigan University (MI)

Western Montana College of the University of
 Montanan (MT)
 Western Oregon University (OR)
 Wichita State University (KS)
 William Paterson University of New Jersey (NJ)
 Winston-Salem State University (NC)
 Winthrop University (SC)
 Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Briar Cliff College (IA)
Agnes Scott College (GA)	Brown University (RI)
Albertson College of Idaho (ID)	Bryan College (TN)
Albertus Magnus College (CT)	Bryant College (RI)
Albright College (PA)	Bryn Mawr College (PA)
Alderson-Broadbent College (WV)	Buena Vista University (IA)
Alfred University (NY)	Butler University (IN)
Allegheny College (PA)	Cabrini College (PA)
Allentown College of St. Francis De Sales (PA)	Caldwell College (NJ)
Alma College (MI)	Calvin College (MI)
Alvernia College (PA)	Canisius College (NY)
Alverno College (WI)	Capitol College (MD)
Amherst College (MA)	Cardinal St. Ignace College (WI)
Anderson University (IN)	Carlow College (PA)
Antioch University (OH)	Case Western Reserve University (OH)
Aquinas College (MI)	Catawba College (NC)
Asbury College (KY)	Cazenovia College (NY)
Ashland University (OH)	Cedarville College (OH)
Aurora University (IL)	Central Baptist College (AR)
Avila College (MO)	Central Methodist College (MO)
Azusa Pacific University (CA)	Chapman University (CA)
Babson College (MA)	Charleston Southern University (SC)
Baker College of Flint (MI)	Christian Brothers University (TN)
Baker College of Muskegon (MI)	Christian Heritage College (CA)
Baker University (KS)	Claremont McKenna College (CA)
Baldwin-Wallace College (OH)	Clarke College (IA)
Barat College (IL)	Clarkson College (NE)
Barnard College (NY)	Clarkson University (NY)
Barry University (FL)	Colby-Sawyer College (NH)
Bastyr University (WA)	College Misericordia (PA)
Beaver College (PA)	College of Notre Dame of Maryland (MD)
Bellarmino College (KY)	College of Our Lady of the Elms (MA)
Bellevue University (NE)	College of Saint Catherine (MN)
Belmont Abbey College (NC)	College of Saint Elizabeth (NJ)
Belmont University (TN)	College of Saint Mary (NE)
Benedict College (SC)	College of Saint Rose (NY)
Benedictine University (IL)	College of Saint Scholastica (MN)
Bennett College (NC)	College of the Southwest (NM)
Bentley College (MA)	Colorado Christian University (CO)
Bethany College (KS)	Columbia College (MO)
Bethel College (IN)	Columbia College (SC)
Bethel College (KS)	Columbia International University (SC)
Bethel College (MN)	Concordia College Moorhead (MN)
Birmingham-Southern College (AL)	Concordia College (NE)
Blackburn College (IL)	Concordia College (NY)
Bluefield College (VA)	Concordia University (CA)
Bradford College (MA)	Concordia University (MN)
Bradley University (IL)	Cooper Union for the Advancement of Science and Art (The) (NY)
Brandeis University (MA)	
Brenau University (GA)	

Cornerstone College and Grand Rapids Baptist
 Seminary (MI)
 Covenant College (GA)
 Creighton University (NE)
 Culver-Stockton College (MO)
 DeYouville College (NY)
 Dakota Wesleyan University (SD)
 Davidson College (NC)
 Davis & Elkins College (WV)
 DePaul University (IL)
 Dickinson College (PA)
 Doane College (NE)
 Dominican College of Blauvelt (NY)
 Dominican College of San Rafael (CA)
 Dordt College (IA)
 Drake University (IA)
 Drury College (MO)
 Duquesne University (PA)
 East Texas Baptist University (TX)
 Eastern Mennonite University (VA)
 Eckerd College (FL)
 Edgewood College (WI)
 Elizabethtown College (PA)
 Elmhurst College (IL)
 Elmira College (NY)
 Emerson College (MA)
 Emmanuel College (MA)
 Emory University (GA)
 Eureka College (IL)
 Fairfield University (CT)
 Ferrum College (VA)
 Florida Institute of Technology (FL)
 Franciscan University of Steubenville (OH)
 Franklin College of Indiana (IN)
 Freed-Hardeman University (TN)
 Friends University (KS)
 Gannon University (PA)
 Gardner-Webb University (NC)
 George Washington University (DC)
 Georgetown College (KY)
 Georgian Court College (NJ)
 Golden Gate University (CA)
 Gonzaga University (WA)
 Gordon College (MA)
 Goshen College (IN)
 Grand View College (IA)
 Grinnell College (IA)
 Guilford College (NC)
 Hampton-Sydney College (VA)
 Hannibal-LaGrange College (MO)
 Hartwick College (NY)
 Hastings College (NE)
 Hilbert College (NY)
 Hiram College (OH)
 Hofstra University (NY)
 Holy Family College (PA)

Holy Names College (CA)
 Hope College (MI)
 Houghton College (NY)
 Howard University (DC)
 Husson College (ME)
 Immaculata College (PA)
 Inter American University of Puerto Rico Bayamon
 Campus (PR)
 Iona College (NY)
 Ithaca College (NY)
 Jacksonville University (FL)
 John Brown University (AR)
 John Carroll University (OH)
 John Hopkins University (MD)
 Judson College (AL)
 Juniata College (PA)
 Kalamazoo College (MI)
 Kentucky Wesleyan College (KY)
 Kenyon College (OH)
 King's College (PA)
 La Roche College (PA)
 La Salle University (PA)
 LaSierra University (CA)
 Lafayette College (PA)
 LaGrange College (GA)
 Le Moyne College (NY)
 Lebanon Valley College (PA)
 Lees-McRae College (NC)
 Lehigh-Rhyne College (NC)
 Letourneau University (TX)
 Limestone College (SC)
 Lincoln Memorial University (TN)
 Lindsay Wilson College (KY)
 Loras College (IA)
 Louisiana College (LA)
 Loyola Marymount University (CA)
 Loyola University New Orleans (LA)
 Lycoming College (PA)
 Lynchburg College (VA)
 Lyon College (AR)
 Madonna University (MI)
 Malone College (OH)
 Manhattan Christian College (KS)
 Marian College (IN)
 Marian College of Fon du lac (WI)
 Marietta College (OH)
 Marist College (NY)
 Mars Hill College (NC)
 Mary Baldwin College (VA)
 Marymount College (NY)
 Marymount University (VA)
 Maryville University of St Louis (MO)
 Marywood College (PA)
 Massachusetts Institute of Technology (MA)
 McMurray University (TX)

McPherson College (KS)
 Medaille College (NY)
 Mercer University (GA)
 Mercy College (NY)
 Meredith College (NC)
 Merrimack College (MA)
 Messiah College (PA)
 Midland Lutheran College (NE)
 Midway College (KY)
 Milligan College (TN)
 Millikin University (IL)
 Molloy College (NY)
 Monmouth University (NJ)
 Morningside College (IA)
 Morris Brown College (GA)
 Mount Olive College (NC)
 Mulhenberg College (PA)
 Muskingum College (OH)
 National University (CA)
 Neumann College (PA)
 New Hampshire College (NH)
 Niagara University (NY)
 North Carolina Wesleyan College (NC)
 North Central College (IL)
 Northeastern University (MA)
 Northland College (WI)
 Northwest College (WA)
 Northwestern College (IA)
 Northwestern College (MN)
 Norwich University (VT)
 Notre Dame College (NH)
 Notre Dame College (OH)
 Nova Southeastern University (FL)
 Occidental College (CA)
 Oglethorpe University (GA)
 Ohio Northern University (OH)
 Oklahoma Baptist University (OK)
 Our Lady of the Lake University (TX)
 Pace University New York Campus (NY)
 Pacific Lutheran University (WA)
 Pacific Oaks College (CA)
 Palm Beach Atlantic College (FL)
 Pepperdine University (CA)
 Pfeiffer University (NC)
 Piedmont College (GA)
 Pikeville College (KY)
 Pine Manor College (MA)
 Pittsburgh Theological Seminary (PA)
 Point Park College (PA)
 Presbyterian College (SC)
 Providence College (RI)
 Quincy University (IL)
 Randolph-Macon College (VA)
 Reed College (OR)
 Reformed Bible College (MI)
 Regis College (MA)

Rensselaer Polytechnic Institute (NY)
 Rhodes College (TN)
 Rider University (NJ)
 Ripon College (WI)
 Rivier College (NH)
 Roanoke College (VA)
 Robert Morris College (PA)
 Rockford College (IL)
 Rockhurst College (MO)
 Rollins College (FL)
 Roosevelt University (IL)
 Rose-Hulman Institute of Technology (IN)
 Sacred Heart University (CT)
 Saint Francis College (IN)
 Saint Francis College (PA)
 Saint John's University (MN)
 Saint Joseph's University (PA)
 Saint Mary's College (IN)
 Saint Mary's College of California (CA)
 Saint Mary's University of Minnesota (MN)
 Saint Peter's College (NJ)
 Saint Vincent College (PA)
 Saint Xavier University (IL)
 Salem College (NC)
 Salem-Teikyo University (WV)
 Salve Regina University (RI)
 Samuel Merritt College (CA)
 San Jose Christian College (CA)
 Santa Clara University (CA)
 Scripps College (CA)
 Seattle Pacific University (WA)
 Seattle University (WA)
 Seton Hill College (PA)
 Shorter College (GA)
 Siena College (NY)
 Siena Heights College (MI)
 Sierra Nevada College (NV)
 Simpson College (CA)
 Simpson College (IA)
 Southern Adventist University (TN)
 Southern California College (CA)
 Southern Vermont College (VT)
 Southwestern College (AZ)
 Spalding University (KY)
 Spring Arbor College (MI)
 Springfield College (MA)
 St. Ambrose University (IA)
 St. Andrews Presbyterian College (NC)
 St. Bonaventure University (NY)
 St. Edward's University (TX)
 St. John Fisher College (NY)
 St. John's University (NY)
 St. Mary's University (TX)
 St. Olaf College (MN)
 Stanford University (CA)
 Stetson University (FL)

Stevens Institute of Technology (NJ)	Wheaton College (MA)
Susquehanna University (PA)	Wheeling Jesuit University (WV)
Teachers College, Columbia University (NY)	Whittier College (CA)
Teikyo Post University (CT)	Widener University (PA)
Texas Christian University (TX)	William Jewell College (MO)
The Catholic University of America (DC)	William Penn College (IA)
The Defiance College, (OH)	William Woods University (MO)
The Sage Colleges (NY)	Williams Baptist College (AR)
Thomas College (ME)	Wilmington College (OH)
Thomas More College (KY)	Wisconsin Lutheran College (WI)
Trinity College of Vermont (VT)	Worcester Polytechnic Institute (MA)
Tulane University (LA)	Xavier University (OH)
Tusculum University (TN)	York College of Pennsylvania (PA)
Tuskegee University (AL)	
Union College (NE)	
Union Institute (OH)	
Union Theological Seminary and Presbyterian School of Christian Education (VA)	
United States International University (CA)	
University of Bridgeport (CT)	
University of Central Texas (TX)	
University of Charleston (WV)	
University of Detroit Mercy (MI)	
University of Dubuque (IA)	
University of Hartford (CT)	
University of La Verne (CA)	
University of Miami (FL)	
University of New England (ME)	
University of Portland (OR)	
University of Richmond (VA)	
University of Rio Grande (OH)	
University of Saint Thomas (MN)	
University of San Diego (CA)	
University of San Francisco (CA)	
University of Scranton (PA)	
University of Sioux Falls (SD)	
University of the Ozarks (AR)	
University of the Pacific (CA)	
University of the South (TN)	
University of Tulsa (OK)	
Upper Iowa University (IA)	
Ursuline College (OH)	
Valparaiso University (IN)	
Villanova University (PA)	
Viterbo College (WI)	
Walsh University (OH)	
Warren Wilson College (NC)	
Warburg College (IA)	
Washington and Jefferson College (PA)	
Washington College (MD)	
Webber College (FL)	
West Virginia Wesleyan College (WV)	
Western Baptist College (OR)	
Western Maryland College (MD)	
Western New England College (MA)	
Westminster College (PA)	

SALARY-TREND STUDY OF FACULTY IN
PARKS, RECREATION, LEISURE & FITNESS STUDIES
FOR THE YEARS
1994-95 AND 1997-98

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1997-98: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Parks, Recreation, Leisure & Fitness Studies. The CIP defines the discipline/major field of Parks, Recreation, Leisure & Fitness Studies as,

A summary of groups of instructional programs that describe the principles and practices of managing parks and other recreational and fitness facilities; providing recreation, leisure and fitness services; and the study of human fitness.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 125--31).]

This article summarizes the overall average salary increases in the discipline/major field of Parks, Recreation, Leisure & Fitness Studies for both public and private institutions from the "baseline year" of 1994-95 to and including the "trend year" of 1997-98. Of the 305 institutions which participated in CUPA's PUBLIC study of 1994-95, 262 also participated in 1997-98. Data from those same 262 institutions were used in both the baseline year and the trend year. Of the 514 institutions which participated in CUPA's PRIVATE study of 1994-95, 387 also participated in 1997-98. Data from those same 387 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Parks, Recreation, Leisure & Fitness Studies for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1994-95 and 1997-98).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 26.0 for associate professors of Parks, Recreation, Leisure & Fitness Studies in the 1994-95 public study means that 26.0 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1994-95, PUBLIC 1997-98, PRIVATE 1994-95 and PRIVATE 1997-98. For example, a SALARY FACTOR of 0.98 for associate professors in the discipline/major field of Parks, Recreation, Leisure & Fitness Studies in the 1994-95 public study means that their average salary is two percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1994-95 or 1997-98). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/majorfields in each of the four studies. Among other things, it is used to compare the discipline/major field of Parks, Recreation, Leisure & Fitness Studies with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1994-95 and the "trend year" of 1997-98 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

4

RESULTS OF THE TWO PUBLIC STUDIES: 1994-95 AND 1997-98

In the PUBLIC 1994-95 study in the above table, the discipline/major field of Parks, Recreation, Leisure & Fitness Studies was reported in 114 of the 262 public institutions. The average salary of the 1,203 faculty was \$43,066. This average salary was approximately 9.3 percent lower than the average salary of \$47,087 for all 80,545 faculty in ALL MAJOR FIELDS in the same 1994-95 public study.

For the PUBLIC 1997-98 salary study in the above table, Parks, Recreation, Leisure & Fitness Studies was reported in 123 of the same 262 public institutions. The average salary of the 1,311 faculty was \$46,467. This average salary was approximately 10.7 percent lower than the average salary of \$51,420 for all 80,911 faculty in ALL MAJOR FIELDS in the 1997-98 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Parks, Recreation, Leisure & Fitness Studies in the public institutions studied was 7.9 percent (\$46,467 minus \$43,066 equals \$3,401). The CPI of increase cost-of-living between October 1994 and October 1997 was 8.1 percent. In comparison, with the CPI, there was a relative increase in Parks, Recreation, Leisure & Fitness Studies average faculty salaries over the three-year period by .2 percent or an average of .07 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.2 percent (\$51,420 minus \$47,087 equals \$4,333). In comparison to the discipline/major field of Parks, Recreation, Leisure & Fitness Studies (7.9%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.3 percent more than the faculty in the discipline/major field of Parks, Recreation, Leisure & Fitness Studies.

In the 1994-95 study the faculty mix percentage in Parks, Recreation, Leisure & Fitness Studies is lower at the professor rank than at the assistant professor rank: 26.9 percent vs. 35.0

percent; in the 1997-98 study it is 24.9 percent vs. 34.6 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.8 percent vs 28.8 percent (1994-95) and 34.9 percent vs 28.2 percent (1997-98).

Finally, the hiring rate of new assistant professors in Parks, Recreation, Leisure & Fitness Studies in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1994-95, 5.4 percent (65/1,203) vs 4.3 percent (3,487/80,545) and higher in 1997-98, 6.3 percent (82/1,311) vs. 4.9 percent (3,964/80,911).

RESULTS OF THE TWO PRIVATE STUDIES: 1994-95 AND 1997-98

The PRIVATE 1994-95 salary study in the above table indicates that the discipline/major field of Parks, Recreation, Leisure & Fitness Studies was reported in 101 of the 387 private institutions. The average salary of the 456 faculty was \$38,180, an average salary 22.8 percent lower than the average salary of \$46,880 for all 41,044 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

In the PRIVATE 1997-98 salary study in the above table, 108 of the same 387 private institutions reported Parks, Recreation, Leisure & Fitness Studies. The average salary of the 471 faculty was \$40,802, an average salary 26.1 percent lower than the average salary of \$51,446 for all 42,401 faculty in ALL MAJOR FIELDS in the 1997-98 private study.

The three-year increase in average salaries for all faculty in Parks, Recreation, Leisure & Fitness Studies in the private institutions studied was 6.7 percent (\$40,802 minus \$38,180 equals \$2,622). The CPI increased cost-of-living between October 1994 and October 1997 was 8.1 percent. A more realistic increase, therefore, in the average faculty salaries of Parks, Recreation, Leisure & Fitness Studies over the three-year time period, is 1.4 percent or .5 percent each year below the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.7 percent (\$51,446 minus \$46,880 equals \$4,566). In comparison to Parks, Recreation, Leisure & Fitness Studies (6.7%), the faculty in ALL MAJOR FIELDS increased their salaries 3.0 percent (9.7% minus 6.7% equals 3.0%) more than faculty in Parks, Recreation, Leisure & Fitness Studies.

For both studies in the discipline/major field of Parks, Recreation, Leisure & Fitness Studies, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 20.8 percent vs. 33.6 percent (1994-95); and 22.7 percent vs 28.0 percent, (1997-98). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.1 percent vs. 30.7 percent (1994-95) and 33.6 percent vs. 30.0 (1997-98).

Finally, the hiring rate for new assistant professors in Parks, Recreation, Leisure & Fitness Studies was lower than the hiring rate in ALL MAJOR FIELDS in the 1994-95 private study: 3.5 percent (16/456) vs. 4.3 percent (1,749/41,044) and lower in the 1997-98 private study: 3.8 percent (18/471) vs. 4.7 percent (2,009/42,401).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Parks, Recreation, Leisure & Fitness Studies and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1994-95 through the "trend year" of 1997-98. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 3,441 (1.4%) faculty in the discipline/major field of Parks, Recreation, Leisure & Fitness Studies participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 244,901 participating faculty. The same 262 public institutions and the

same 387 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/majorfield of Parks, Recreation, Leisure & Fitness Studies in 1994-95 were nine percent and 19 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Parks, Recreation, Leisure & Fitness Studies in 1997-98 were 10 percent and 21 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1997 CPI reflects an 8.1 percent increase over the October 1994 CPI and indicates that the faculty in Parks, Recreation, Leisure & Fitness Studies in the public institutions received an average annual salary increase of .07 percent below the cost-of-living. In the private institutions the annual average salary increase was .5 percent below the cost-of-living.

Third, in both the 1994-95 and 1997-98 public and private studies in Parks, Recreation, Leisure & Fitness Studies, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Parks, Recreation, Leisure & Fitness Studies is still emerging in the academy.

Finally, the hiring rate of new assistant professors in Parks, Recreation, Leisure & Fitness Studies in the 1994-95 and 1997-98 public studies was higher than the hiring rate of ALL MAJOR FIELDS; however, in the 1994-95 and 1997-98 private studies was lower than the hiring rate of ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Parks, Recreation, Leisure & Fitness Studies has now been developed, it is anticipated that

this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and Education studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
- C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	GEOGRAPHY
ADMINISTRATIVE ASSISTANT/SECRETARIAL	GEOLOGY
SCIENCE, GENERAL	HISTORY, GENERAL
ANTHROPOLOGY	HOME ECONOMICS
ARCHITECTURE AND RELATED PROGRAMS	LIBRARY SCIENCE
AREA, ETHNIC, AND CULTURAL STUDIES	MARKETING MANAGEMENT AND RESEARCH
ART, GENERAL	MATHEMATICS
BIOLOGICAL SCIENCES/LIFE SCIENCES	MULTI/INTERDISCIPLINARY STUDIES
BUSINESS ADMINISTRATION AND MANAGEMENT,	MUSIC, GENERAL
GENERAL	NURSING (R. N. TRAINING)
BUSINESS MANAGEMENT AND	OCCUPATIONAL THERAPY
MANAGEMENT, GENERAL	PARKS, RECREATION, LEISURE, & FITNESS STUDIES
BUSINESS/MANAGERIAL ECONOMICS	PHILOSOPHY AND RELIGION
CHEMISTRY, GENERAL	PHYSICAL SCIENCES
COMMUNICATIONS	PHYSICAL THERAPY
COMPUTER AND INFORMATION SCIENCES	PHYSICS, GENERAL
COUNSELOR EDUCATION/STUDENT COUNSELING	POLITICAL SCIENCE, GENERAL
AND GUIDANCE SERVICES	PROTECTIVE SERVICES
CURRICULUM AND INSTRUCTION	PSYCHOLOGY
DRAMA/THEATER ARTS, GENERAL	PUBLIC HEALTH, GENERAL
ECONOMICS, GENERAL	READING TEACHER EDUCATION
EDUCATION	SOCIAL SCIENCES, GENERAL
EDUCATION ADMINISTRATION AND	SOCIAL WORK
SUPERVISION, GENERAL	SOCIOLOGY
EDUCATION/INSTRUCTIONAL MEDIA	SPECIAL EDUCATION, GENERAL
TECH/TECHNICIAN	SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
ENGINEERING	TEACHER EDUCATION
ENGINEERING-RELATED TECHNOLOGIES	VISUAL AND PERFORMING ARTS
ENGLISH LANGUAGE AND	
LITERATURE/LETTERS	
ENTERPRISE MANAGEMENT AND OPERATION,	TOTAL 53
GENERAL	
FOREIGN LANGUAGES AND LITERATURES	

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Alabama State University (AL)	Frostburg State University (MD)
Alcorn State University (MS)	George Mason University (VA)
Angelo State University (TX)	Georgia College & State University (GA)
Appalachian State University (NC)	Georgia Southern University (GA)
Arizona State University West (AZ)	Georgia State University (GA)
Arkansas State University (AR)	Glenville State College (WV)
Arkansas Tech University (AR)	Grand Valley State University (MI)
Auburn University at Montgomery (AL)	Harris-Stowe State College (MO)
Augusta State University (GA)	Henderson State University (AR)
Austin Peay State University (TN)	Idaho State University (ID)
Ball State University (IN)	Illinois State University (IL)
Bemidji State University (MN)	Indiana State University (IN)
Black Hills State University (SD)	Indiana University at South Bend (IN)
Bloomsburg University of Pennsylvania (PA)	Indiana University East (IN)
Bluefield State College (WV)	Indiana University Kokomo (IN)
Bowie State University (MD)	Indiana University Northwest (IN)
Bridgewater State College (MA)	Indiana University-Purdue University Fort Wayne (IN)
California State University-Bakersfield (CA)	Indiana University-Purdue University Indianapolis (IN)
California State University-Fresno (CA)	Indiana University Southeast (IN)
California State University-Fullerton (CA)	Jacksonville State University (AL)
California State University-Northridge (CA)	James Madison University (VA)
California State University-San Marcos (CA)	Jersey City State College (NJ)
Central Michigan University (MI)	Keene State College (NH)
Central Missouri State University (MO)	Kennesaw State University (GA)
Chadron State College (NE)	Kent State University Main Campus (OH)
Christopher Newport University (VA)	Kentucky State University (KY)
Citadel, Military College of South Carolina, The (SC)	Lake Superior State University (MI)
Clarion University of Pennsylvania (PA)	Lamar University-Beaumont (TX)
Clemson University (SC)	Lander University (SC)
Cleveland State University (OH)	Langston University (OK)
Coastal Carolina University (SC)	Lewis-Clark State College (ID)
College of Charleston (SC)	Lincoln University (PA)
College of New Jersey, The (NJ)	Lock Haven University of Pennsylvania (PA)
Coppin State College (MD)	Longwood College (VA)
Dakota State University (SD)	Louisiana State University and Agricultural and Mechanical College (LA)
Delta State University (MS)	Louisiana State University in Shreveport (LA)
East Carolina University (NC)	Louisiana Tech University (LA)
East Central University (OK)	Marshall University (WV)
East Stroudsburg University of Pennsylvania (PA)	Massachusetts College of Liberal Arts (MA)
Eastern Connecticut University (CT)	Mayville State University (ND)
Eastern Illinois University (IL)	McNeese State University (LA)
Eastern New Mexico University Main Campus (NM)	Mesa State College (CO)
Edinboro University of Pennsylvania (PA)	Metropolitan State College of Denver (CO)
Emporia State University (KS)	Metropolitan State University (MN)
Ferris State University (MI)	Miami University (OH)
Fitchburg State College (MA)	Michigan Technological University (MI)
Fort Hays State University (KS)	Middle Tennessee State University (TN)
Fort Lewis College (CO)	
Francis Marion University (SC)	

Midwestern State University (TX)
 Millersville University of Pennsylvania (PA)
 Minot State University (ND)
 Mississippi State University (MS)
 Mississippi University for Women (MS)
 Missouri Southern State College (MO)
 Missouri Western State College (MO)
 Montana State University-Billings (MT)
 Montclair State University (NJ)
 Moorhead State University (MN)
 Morehead State University (KY)
 Morgan State University (MD)
 Murray State University (KY)
 New Jersey Institute of Technology (NJ)
 New Mexico State University Main Campus (NM)
 Nicholls State University (LA)
 North Carolina Central (NC)
 North Dakota State University Main Campus (ND)
 Northeast Louisiana University (LA)
 Northeastern Illinois University (IL)
 Northeastern State University (OK)
 Northern Arizona University (AZ)
 Northern Kentucky University (KY)
 Northern Michigan University (MI)
 Northwest Missouri State University (MO)
 Northwestern State University (LA)
 Oakland University (MI)
 Ohio State University Main Campus, The (OH)
 Old Dominion University (VA)
 Penn State College (NE)
 Pittsburg State University (KS)
 Plymouth State College (NH)
 Portland State University (OR)
 Purdue University Calumet (IN)
 Radford University (VA)
 Ramapo College of New Jersey (NJ)
 Rhode Island College (RI)
 Richard Stockton College of New Jersey, The (NJ)
 Rowan University (NJ)
 Rutgers, the State University of New Jersey (NJ)
 Saginaw Valley State University (MI)
 Saint Mary's College of Maryland (MD)
 Salem State College (MA)
 Salisbury State University (MD)
 Sam Houston State University (TX)
 San Francisco State University (CA)
 Shawnee State University (OH)
 Shippensburg University of Pennsylvania (PA)
 South Carolina State University (SC)
 South Dakota School of Mines and Technology (SD)
 South Dakota State University (SD)
 Southeast Missouri State University (MO)
 Southeastern Louisiana University (LA)
 Southeastern Oklahoma State University (OK)
 Southern Arkansas University (AR)
 Southern Connecticut State University (CT)
 Southern Illinois University at Carbondale (IL)
 Southern Illinois University at Edwardsville (IL)
 Southern Polytechnic State University (GA)
 Southern University and Agricultural and
 Mechanical College (LA)
 Southern Utah University (UT)
 Southwest Missouri State University (MO)
 Southwest State University (MN)
 Southwest Texas State University (TX)
 Southwestern Oklahoma State University (OK)
 State University of New York at Binghamton (NY)
 State University of New York at Stony Brook (NY)
 State University of New York College at Brockport
 (NY)
 State University of New York College at Cortland
 (NY)
 State University of New York College at Fredonia
 (NY)
 State University of New York College at Geneseo
 (NY)
 State University of New York College at Plattsburgh
 (NY)
 State University of New York Institute of
 Technology at Utica-Rome (NY)
 State University of West Georgia (GA)
 Tarleton State University (TX)
 Temple University (PA)
 Tennessee Technological University (TN)
 Texas A & M International University (TX)
 Texas A & M University-Commerce (TX)
 Texas A & M University-Corpus Christi (TX)
 Texas Southern University (TX)
 Texas Tech University (TX)
 Texas Woman's University (TX)
 Towson University (MD)
 Troy State University (AL)
 Truman State University (MO)
 University of Akron Main Campus, The (OH)
 University of Alabama in Huntsville (AL)
 University of Arkansas at Little Rock (AR)
 University of Central Arkansas (AR)
 University of Central Oklahoma (OK)
 University of Colorado at Denver (CO)
 University of Delaware (DE)
 University of Houston-Clear Lake (TX)
 University of Houston-Downtown (TX)
 University of Maine (ME)
 University of Maine at Farmington (ME)
 University of Maine at Fort Kent (ME)
 University of Maine at Presque Isle (ME)
 University of Massachusetts Amherst (MA)
 University of Massachusetts Boston (MA)
 University of Massachusetts Dartmouth (MA)
 University of Memphis, The (TN)
 University of Michigan-Dearborn (MI)
 University of Minnesota-Duluth (MN)

University of Minnesota-Morris (MN)
 University of Missouri-Kansas City (MO)
 University of Missouri-Saint Louis (MO)
 University of Montevalllo (AI)
 University of Nebraska at Kearney (NE)
 University of Nebraska at Omaha (NE)
 University of Nevada-Las Vegas (NV)
 University of North Carolina at Asheville (NC)
 University of North Carolina at Charlotte (NC)
 University of North Carolina at Greensboro (NC)
 University of North Carolina at Pembroke (NC)
 University of North Carolina at Wilmington (NC)
 University of North Texas (TX)
 University of Northern Colorado (CO)
 University of Puerto Rico Humacao University
 College (PR)
 University of South Alabama (AI)
 University of South Carolina-Aiken (SC)
 University of South Carolina Spartanburg (SC)
 University of Southern Colorado (CO)
 University of Southern Indiana (IN)
 University of Southern Mississippi (MS)
 University of Southwestern Louisiana (LA)
 University of Tennessee at Chattanooga (TN)
 University of Tennessee at Martin (TN)
 University of Tennessee, Memphis (TN)
 University of Texas at Arlington (TX)
 University of Texas at Dallas (TX)
 University of Texas at El Paso (TX)
 University of Texas at San Antonio (TX)
 University of the Virgin Islands, St. Thomas (VI)
 University of Toledo (OH)
 University of West Florida (FL)
 University of Wisconsin-Eau Claire (WI)
 University of Wisconsin-Green Bay (WI)
 University of Wisconsin-La Crosse (WI)
 University of Wisconsin-Oshkosh (WI)
 University of Wisconsin-Platteville (WI)
 University of Wisconsin-Stevens Point (WI)
 University of Wisconsin-Stout (WI)
 University of Wisconsin-Superior (WI)
 University of Wisconsin-Whitewater (WI)
 Valdosta State University (GA)
 Valley City State University (ND)
 Virginia State University (VA)
 Washburn University of Topeka (KS)
 Washington State University (WA)
 Wayne State College (NE)
 Weber State University (UT)
 West Texas A & M University (TX)
 West Virginia University Institute of Technology
 (WV)
 Western Carolina University (NC)
 Western Illinois University (IL)
 Western Kentucky University (KY)
 Western Michigan University (MI)

Western Montana College of the University of
 Montanan (MT)
 Western Oregon University (OR)
 Wichita State University (KS)
 William Paterson University of New Jersey (NJ)
 Winston-Salem State University (NC)
 Winthrop University (SC)
 Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Brown University (RI)
Agnes Scott College (GA)	Bryan College (TN)
Albertson College of Idaho (ID)	Bryant College (RI)
Albertus Magnus College (CT)	Bryn Mawr College (PA)
Albright College (PA)	Buena Vista University (IA)
Alderson-Broadbudd College (WV)	Butler University (IN)
Alfred University (NY)	Cabrini College (PA)
Allegheny College (PA)	Caldwell College (NJ)
Allentown College of St. Francis De Sales (PA)	Calvin College (MI)
Alma College (MI)	Canisius College (NY)
Alvernia College (PA)	Capitol College (MD)
Alverno College (WI)	Cardinal Stritch College (WI)
Amherst College (MA)	Carlow College (PA)
Anderson University (IN)	Case Western Reserve University (OH)
Aquinas College (MI)	Catawba College (NC)
Asbury College (KY)	Cazenovia College (NY)
Ashland University (OH)	Cedarville College (OH)
Aurora University (IL)	Central Baptist College (AR)
Avila College (MO)	Central Methodist College (MO)
Azusa Pacific University (CA)	Chapman University (CA)
Babson College (MA)	Charleston Southern University (SC)
Baker College of Flint (MI)	Christian Brothers University (TN)
Baker College of Muskegon (MI)	Christian Heritage College (CA)
Baker University (KS)	Claremont McKenna College (CA)
Baldwin-Wallace College (OH)	Clarke College (IA)
Barat College (IL)	Clarkson College (NE)
Barnard College (NY)	Clarkson University (NY)
Barry University (FL)	Colby-Sawyer College (NH)
Bastyr University (WA)	College Misericordia (PA)
Beaver College (PA)	College of Notre Dame of Maryland (MD)
Bellarmine College (KY)	College of Our Lady of the Elms (MA)
Bellevue University (NE)	College of Saint Catherine (MN)
Belmont Abbey College (NC)	College of Saint Elizabeth (NJ)
Belmont University (TN)	College of Saint Mary (NE)
Benedict College (SC)	College of Saint Rose (NY)
Benedictine University (IL)	College of Saint Scholastica (MN)
Bennett College (NC)	College of the Southwest (NM)
Bentley College (MA)	Colorado Christian University (CO)
Bethany College (KS)	Columbia College (MO)
Bethel College (IN)	Columbia College (SC)
Bethel College (KS)	Columbia International University (SC)
Bethel College (MN)	Concordia College (NE)
Birmingham-Southern College (AL)	Concordia College (NY)
Blackburn College (IL)	Concordia College Moorhead (MN)
Bluefield College (VA)	Concordia College Saint Paul (MN)
Bradford College (MA)	Concordia University (CA)
Bradley University (IL)	Cooper Union for the Advancement of Science and Art. (The) (NY)
Brandeis University (MA)	Cornerstone College (MI)
Brenau University (GA)	Covenant College (GA)
Briar Cliff College (IA)	

Creighton University (NE)
 Culver-Stockton College (MO)
 D'Youville College (NY)
 Dakota Wesleyan University (SD)
 Davidson College (NC)
 Davis & Elkins College (WV)
 DePaul University (IL)
 Dickinson College (PA)
 Doane College (NE)
 Dominican College of Blauvelt (NY)
 Dominion College of San Rafael (CA)
 Dordt College (IA)
 Drake University (IA)
 Drury College (MO)
 Duquesne University (PA)
 East Texas Baptist University (TX)
 Eastern Mennonite University (VA)
 Eckerd College (FL)
 Edgewood College (WI)
 Elizabethtown College (PA)
 Elmhurst College (IL)
 Elmira College (NY)
 Emerson College (MA)
 Emmanuel College (MA)
 Emory University (GA)
 Eureka College (IL)
 Fairfield University (CT)
 Ferrum College (VA)
 Florida Institute of Technology (FL)
 Franciscan University of Steubenville (OH)
 Franklin College of Indiana (IN)
 Freed-Hardeman University (TN)
 Friends University (KS)
 Gannon University (PA)
 Gardner-Webb University (NC)
 George Washington University (DC)
 Georgetown College (KY)
 Georgian Court College (NJ)
 Golden Gate University (CA)
 Gonzaga University (WA)
 Gordon College (MA)
 Goshen College (IN)
 Grand View College (IA)
 Grinnell College (IA)
 Guilford College (NC)
 Hampton-Sydney College (VA)
 Hannibal-LaGrange College (MO)
 Hartwick College (NY)
 Hastings College (NE)
 Hilbert College (NY)
 Hiram College (OH)
 Hofstra University (NY)
 Holy Family College (PA)
 Holy Names College (CA)
 Hope College (MI)
 Houghton College (NY)

Howard College (DC)
 Husson College (ME)
 Immaculata College (PA)
 Inter American University of Puerto Rico
 Barranquitas (PR)
 Iona College (NY)
 Ithaca College (NY)
 Jacksonville University (FL)
 John Brown University (AR)
 John Carroll University (OH)
 John Hopkins University (MD)
 Judson College (AL)
 Juniata College (PA)
 Kalamazoo College (MI)
 Kentucky Wesleyan College (KY)
 Kenyon College (OH)
 Kings's College (PA)
 La Roche College (PA)
 La Salle University (PA)
 La Sierra University (CA)
 Lafayette College (PA)
 LaGrange College (GA)
 Le Moyne College (NY)
 Lebanon Valley College (PA)
 Lees-McRae College (NC)
 Lenoir-Rhyne College (NC)
 LeTourneau University (TX)
 Limestone College (SC)
 Lincoln Memorial University (TN)
 Lindsey Wilson College (KY)
 Loras College (IA)
 Louisiana College (LA)
 Loyla Marymount University (CA)
 Loyola University New Orleans (LA)
 Lycoming College (PA)
 Lynchburg College (VA)
 Lyon College (AR)
 Madonna University (MI)
 Malone College (OH)
 Manhattan Christian College (KS)
 Marion College (IN)
 Marion College of Fond du lac (WI)
 Marietta College (OH)
 Marist College (NY)
 Mars Hill College (NC)
 Mary Baldwin College (VA)
 Marymount College (NY)
 Marymount University (VA)
 Maryville University of St. Louis (MO)
 Marywood College (PA)
 Massachusetts Institute of Technology (MA)
 McMurry University (TX)
 McPherson College (KS)
 Medaille College (NY)
 Mercer University (GA)
 Mercy College (NY)

Meredith College (NC)	Ripon College (WI)
Merrimack College (MA)	Rivier College (NH)
Messiah College (PA)	Roanoke College (VA)
Midland Lutheran College (NE)	Robert Morris College (PA)
Midway College (KY)	Rockford College (IL)
Milligan College (TN)	Rockhurst College (MO)
Millikin University (IL)	Rollins College (FL)
Molloy College (NY)	Roosevelt University (IL)
Monmouth College (NJ)	Rose-Hulman Institute of Technology (IN)
Morningside College (IA)	Sacred Heart University (CT)
Morris Brown College (GA)	Saint Francis College (IN)
Mount Olive College (NC)	Saint Francis College (PA)
Mulhenberg College (PA)	Saint John's University (MN)
Muskingum College (OH)	Saint Joseph's University (PA)
National University (CA)	Saint Mary's College (IN)
Neumann College (PA)	Saint Mary's College of California (CA)
New Hampshire College (NH)	Saint Mary's University of Minnesota (MN)
Niagara University (NY)	Saint Peter's College (NJ)
North Carolina Wesleyan College (NC)	Saint Vincent College (PA)
North Central College (IL)	Saint Xavier University (IL)
Northeastern University (MA)	Salem College (NC)
Northland College (WI)	Salem-Teikyo University (WV)
Northwest College (WA)	Salve Regina University (RI)
Northwestern College (IA)	Samuel Merritt College (CA)
Northwestern College (MN)	San Jose Christian College (CA)
Norwich University (VT)	Santa Clara University (CA)
Notre Dame College (NH)	Scripps College (CA)
Notre Dame College (OH)	Seattle Pacific University (WA)
Nova Southeastern University (FL)	Seattle University (WA)
Occidental College (CA)	Seton Hill College (PA)
Oglethorpe University (GA)	Shorter College (GA)
Ohio Northern University (OH)	Siena College (NY)
Oklahoma Baptist University (OK)	Siena Heights College (MI)
Our Lady of the Lake University (TX)	Sierra Nevada College (NV)
Pace University New York Campus (NY)	Simpson College (CA)
Pacific Lutheran University (WA)	Simpson College (IA)
Pacific Oaks College (CA)	Southern Adventist University (TN)
Palm Beach Atlantic College (FL)	Southern California College (CA)
Pepperdine University (CA)	Southern Vermont College (VT)
Pfeiffer University (NC)	Southwestern College (AZ)
Piedmont College (GA)	Spalding University (KY)
Pikeville College (KY)	Spring Arbor College (MI)
Pine Manor College (MA)	Springfield College (MA)
Pittsburgh Theological Seminary (PA)	St. Ambrose University (IA)
Pont Park College (PA)	St. Andrews Presbyterian College (NC)
Presbyterian College (SC)	St. Bonaventure University (NY)
Providence College (RI)	St. Edward's University (TX)
Quincy University (IL)	St. John Fisher College (NY)
Randolph-Macon College (VA)	St. John's University (NY)
Reed College (OR)	St. Mary's University (TX)
Reformed Bible College (MI)	St. Olaf College (MN)
Regent University (VA)	Stanford University (CA)
Regis College (MA)	Stetson University (FL)
Rensselaer Polytechnic Institute (NY)	Stevens Institute of Technology (NJ)
Rhodes College (TN)	Susquehanna University (PA)
Rider University (NJ)	Teachers College Columbia University (NY)

Teikyo Post University (CT)	Widener University (PA)
Texas Christian University (TX)	William Jewell College (MO)
The Catholic University of America (DC)	William Penn College (IA)
The Defiance College (OH)	William Woods University (MO)
The Sage College (NY)	William Baptist College (AR)
Thomas College (ME)	Wilmington College (OH)
Thomas Moore College (KY)	Wisconsin Lutheran College (WI)
Trinity College of Vermont (VT)	Worcester Polytechnic Institute (MA)
Tulane University (LA)	York College of Pennsylvania (PA)
Tusculum University (TN)	Xavier University (OH)
Tuskegee University (AL)	
Union College (NE)	
Union Institute (OH)	
Union Theological Seminary and Presbyterian School of Christian Education (VA)	
United States International University (CA)	
University of Bridgeport (CT)	
University of Central Texas (TX)	
University of Charleston (WV)	
University Of Detroit Mercy (MI)	
University of Dubuque (IA)	
University of Hartford (CT)	
University of La Verne (CA)	
University of Miami (FL)	
University of New England (ME)	
University of Portland (OR)	
University of Richmond (VA)	
University of Rio Grande (OH)	
University of Saint Thomas (MN)	
University of San Diego (CA)	
University of San Francisco (CA)	
University of Scranton (PA)	
University of Sioux Falls (SD)	
University of the Ozarks (AR)	
University of the Pacific (CA)	
University of the South (TN)	
University of Tulsa (OK)	
Upper Iowa University (IA)	
Ursuline College (OH)	
Valparaiso University (IN)	
Villanova University (PA)	
Viterbo College (WI)	
Walsh University (OH)	
Warren Wilson College (NC)	
Wartburg College (IA)	
Washington and Jefferson College (PA)	
Washington College (MD)	
Webber College (FL)	
West Virginia Wesleyan College (WV)	
Western Baptist College (OR)	
Western Maryland College (MD)	
Western New England College (MA)	
Westminster College (PA)	
Wheaton College (MA)	
Wheeling Jesuit University (WV)	
Whittier College (CA)	

SALARY-TREND STUDY OF FACULTY IN
PHILOSOPHY AND RELIGION
FOR THE YEARS
1994-95 AND 1997-98

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1997-98: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Philosophy and Religion. The CIP defines the discipline/major field of Philosophy and Religion as,

A summary of groups of instructional programs that describe the study of modes, methods and types of logical inquiry; and the study of organized systems of belief and related practices.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 127--38).]

This article summarizes the overall average salary increases in the discipline/major field of Philosophy and Religion for both public and private institutions from the "baseline year" of 1994-95 to and including the "trend year" of 1997-98. Of the 305 institutions which participated in CUPA's PUBLIC study of 1994-95, 262 also participated in 1997-98. Data from those same 262 institutions were used in both the baseline year and the trend year. Of the 514 institutions which participated in CUPA's PRIVATE study of 1994-95, 387 also participated in 1997-98. Data from those same 387 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Philosophy and Religion

for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1994-95 and 1997-98).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 31.6 for associate professors of Philosophy and Religion in the 1994-95 public study means that 31.6 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the

ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1994-95, PUBLIC 1997-98, PRIVATE 1994-95 and PRIVATE 1997-98. For example, a SALARY FACTOR of 0.95 for associate professors in the discipline/major field of Philosophy and Religion in the 1994-95 public study means that their average salary is five percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1994-95 or 1997-98). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Philosophy and Religion with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1994-95 and the "trend year" of 1997-98 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

			PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
			SALARY	NUM	NIN	SALARY	NUM	NIN	SALARY	NUM	NIN	SALARY	NUM	NIN	SALARY	NUM	NIN	SALARY	NUM	NIN
PUBLIC, 1994-95																				
AVERAGE			DISCIPLINE: PHILOSOPHY AND RELIGION																	
			MAJOR FIELD: Philosophy and Religion																	
SALARY	50900		528	157		43776	378	144	34637	266	123	32245	36	31	26888	26	20	48130	1198	187
FAC MIX																				
PC I	44.1%					31.6%			22.2%			3.0%						100.0%		
SALARY																				
FAC MIX	1.00					0.95			0.91			0.89			2.2%					
FAC MIX															0.94			1.02		
			ALL MAJOR FIELDS																	
AVERAGE																				
SALARY	58932		28035			46171	23794		38132	23157		36193	3487		28571	5559		47087	80545	262
FAC MIX																				
PC I	34.8%					29.8%			28.8%			4.3%			6.9%			100.0%		
PUBLIC, 1997-98																				
AVERAGE			DISCIPLINE: PHILOSOPHY AND RELIGION																	
			MAJOR FIELD: Philosophy and Religion																	
SALARY	64983		523	155		47010	392	146	36737	276	138	34787	55	44	28351	31	21	51909	1222	189
FAC MIX																				
PC I	42.8%					32.1%			22.6%			4.5%			2.5%			100.0%		
SALARY																				
FAC MIX	1.00					0.94			0.89			0.89			0.91			1.01		
			ALL MAJOR FIELDS																	
AVERAGE																				
SALARY	64740		28214			50192	24517		41065	22819		39286	3964		31016	5361		51420	80911	262
FAC MIX																				
PC I	34.9%					30.3%			28.2%			4.9%			6.6%			100.0%		
PRIVATE, 1994-95																				
AVERAGE			DISCIPLINE: PHILOSOPHY AND RELIGION																	
			MAJOR FIELD: Philosophy and Religion																	
SALARY	53940		713	250		41746	556	217	34297	496	206	32259	91	67	29460	53	44	44138	1818	312
FAC MIX																				
PC I	39.2%					30.6%			27.3%			5.0%			2.9%			100.0%		
SALARY																				
FAC MIX	0.90					0.93			0.92			0.92			0.98			0.94		
			ALL MAJOR FIELDS																	
AVERAGE																				
SALARY	59877		13579			45094	12852		37388	12597		34897	1749		30044	2016		46880	41044	387
FAC MIX																				
PC I	33.4%					31.3%			30.7%			4.3%			4.9%			100.0%		
PRIVATE, 1997-98																				
AVERAGE			DISCIPLINE: PHILOSOPHY AND RELIGION																	
			MAJOR FIELD: Philosophy and Religion																	
SALARY	59962		754	251		45182	587	220	37179	501	209	35704	90	71	31125	48	38	48600	1890	317
FAC MIX																				
PC I	39.9%					31.1%			26.5%			4.8%			2.5%			100.0%		
SALARY																				
FAC MIX	0.91					0.92			0.92			0.91			0.94			0.94		
			ALL MAJOR FIELDS																	
AVERAGE																				
SALARY	65803		14238			49311	13414		40563	12704		39107	2009		33099	2045		51446	42401	387
FAC MIX																				
PC I	33.6%					31.6%			30.0%			4.7%			4.8%			100.0%		

BEST COPY AVAILABLE

RESULTS OF THE TWO PUBLIC STUDIES: 1994-95 AND 1997-98

In the PUBLIC 1994-95 study in the above table, the discipline/major field of Philosophy and Religion was reported in 187 of the 262 public institutions. The average salary of the 1,198 faculty was \$48,130. This average salary was approximately 2.2 percent above than the average salary of \$47,087 for all 80,545 faculty in ALL MAJOR FIELDS in the same 1994-95 public study.

For the PUBLIC 1997-98 salary study in the above table, Philosophy and Religion was reported in 189 of the same 262 public institutions. The average salary of the 1,222 faculty was \$51,909. This average salary was approximately 1.0 percent above the average salary of \$51,420 for all 80,911 faculty in ALL MAJOR FIELDS in the 1997-98 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Philosophy and Religion in the public institutions studied was 7.9 percent (\$51,909 minus \$48,130 equals \$3,779). The CPI of increase cost-of-living between October 1994 and October 1997 was 8.1 percent. In comparison, with the CPI, there was a relative increase in Philosophy and Religion average faculty salaries over the three-year period by .2 percent or an average of .07 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.2 percent (\$51,420 minus \$47,087 equals \$4,333). In comparison to the discipline/major field of Philosophy and Religion (7.9%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.3 percent more than the faculty in the discipline/major field of Philosophy and Religion.

In the 1994-95 study the faculty mix percentage in Philosophy and Religion is higher at the professor rank than at the assistant professor rank: 44.1 percent vs. 22.2 percent; in the 1997-98 study it is 42.8 percent vs. 22.6 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.8 percent

vs 28.8 percent (1994-95) and 34.9 percent vs 28.2 percent (1997-98).

Finally, the hiring rate of new assistant professors in Philosophy and Religion in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1994-95, 3.0 percent (36/1,198) vs 4.3 percent (3,487/80,545) and lower in 1997-98, 4.5 percent (55/1,222) vs. 4.9 percent (3,964/80,911).

RESULTS OF THE TWO PRIVATE STUDIES: 1994-95 AND 1997-98

The PRIVATE 1994-95 salary study in the above table indicates that the discipline/major field of Philosophy and Religion was reported in 312 of the 387 private institutions. The average salary of the 1,818 faculty was \$44,138, an average salary 6.2 percent lower than the average salary of \$46,880 for all 41,044 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

In the PRIVATE 1997-98 salary study in the above table, 317 of the same 387 private institutions reported Philosophy and Religion. The average salary of the 1,890 faculty was \$48,600, an average salary 5.9 percent lower than the average salary of \$51,446 for all 42,401 faculty in ALL MAJOR FIELDS in the 1997-98 private study.

The three-year increase in average salaries for all faculty in Philosophy and Religion in the private institutions studied was 10.1 percent (\$48,600 minus \$44,138 equals \$4,462). The CPI increased cost-of-living between October 1994 and October 1997 was 8.1 percent. A more realistic increase, therefore, in the average faculty salaries of Philosophy and Religion over the three-year time period, is 2.0 percent or .7 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.7 percent (\$51,446 minus \$46,880 equals \$4,566). In comparison to Philosophy and Religion (10.1%), the faculty in ALL MAJOR FIELDS increased their salaries .4% less than the faculty in Philosophy and Religion.

For both studies in the discipline/major field of Philosophy and Religion, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank: 39.2 percent vs. 27.3 percent (1994-95); and 39.9 percent vs 26.5 percent, (1997-98). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.1 percent vs. 30.7 percent (1994-95) and 33.6 percent vs. 30.0 (1997-98).

Finally, the hiring rate for new assistant professors in Philosophy and Religion was higher than the hiring rate in ALL MAJOR FIELDS in the 1994-95 private study: 5.0 percent (91/1,818) vs. 4.3 percent (1,749/41,044) and higher in the 1997-98 private study: 4.8 percent (90/1,890) vs. 4.7 percent (2,009/42,401).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Philosophy and Religion and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1994-95 through the "trend year" of 1997-98. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 6,128 (2.5%) faculty in the discipline/major field of Philosophy and Religion participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 244,901 participating faculty. The same 262 public institutions and the same 387 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Philosophy and Religion in 1994-95 were two percent above and six percent below the average faculty salary factors for all ranks in ALL MAJOR

FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Philosophy and Religion in 1997-98 were one percent above and six percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1997 CPI reflects an 8.1 percent increase over the October 1994 CPI and indicates that the faculty in Philosophy and Religion in the public institutions received an average annual salary increase of .07 percent below the cost-of-living. In the private institutions the annual average salary increase was .7 percent above the cost-of-living.

Third, in both the 1994-95 and 1997-98 public and private studies in Philosophy and Religion, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Philosophy and Religion is firmly established and on going in the academy.

Finally, the hiring rate of new assistant professors in Philosophy and Religion in the 1994-95 and 1997-98 public studies were lower than the hiring rate for ALL MAJOR FIELDS; and in the 1994-95 and 1997-98 private studies the hiring rate was higher than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Philosophy and Religion has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and Education studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
- C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	GEOGRAPHY
ADMINISTRATIVE ASSISTANT SECRETARIAL	GEOLOGY
SCIENCE, GENERAL	HISTORY, GENERAL
ANTHROPOLOGY	HOME ECONOMICS
ARCHITECTURE AND RELATED PROGRAMS	LIBRARY SCIENCE
AREA, ETHNIC, AND CULTURAL STUDIES	MARKETING MANAGEMENT AND RESEARCH
ART, GENERAL	MATHEMATICS
BIOLOGICAL SCIENCES/LIFE SCIENCES	MULTIINTERDISCIPLINARY STUDIES
BUSINESS ADMINISTRATION AND MANAGEMENT,	MUSIC, GENERAL
GENERAL	NURSING (R. N. TRAINING)
BUSINESS MANAGEMENT AND	OCCUPATIONAL THERAPY
MANAGEMENT, GENERAL	PARKS, RECREATION, LEISURE, & FITNESS STUDIES
BUSINESS MANAGERIAL ECONOMICS	PHILOSOPHY AND RELIGION
CHEMISTRY, GENERAL	PHYSICAL SCIENCES
COMMUNICATIONS	PHYSICAL THERAPY
COMPUTER AND INFORMATION SCIENCES	PHYSICS, GENERAL
COUNSELOR EDUCATION/STUDENT COUNSELING	POLITICAL SCIENCE, GENERAL
AND GUIDANCE SERVICES	PROTECTIVE SERVICES
CURRICULUM AND INSTRUCTION	PSYCHOLOGY
DRAMA/THEATER ARTS, GENERAL	PUBLIC HEALTH, GENERAL
ECONOMICS, GENERAL	READING TEACHER EDUCATION
EDUCATION	SOCIAL SCIENCES, GENERAL
EDUCATION ADMINISTRATION AND	SOCIAL WORK
SUPERVISION, GENERAL	SOCIOLOGY
EDUCATION INSTRUCTIONAL MEDIA	SPECIAL EDUCATION, GENERAL
TECH TECHNICIAN	SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
ENGINEERING	TEACHER EDUCATION
ENGINEERING-RELATED TECHNOLOGIES	VISUAL AND PERFORMING ARTS
ENGLISH LANGUAGE AND	
LITERATURE/LETTERS	
ENTERPRISE MANAGEMENT AND OPERATION,	TOTAL 53
GENERAL	
FOREIGN LANGUAGES AND LITERATURES	

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Alabama State University (AL)	Frostburg State University (MD)
Aleorn State University (MS)	George Mason University (VA)
Angelo State University (TX)	Georgia College & State University (GA)
Appalachian State University (NC)	Georgia Southern University (GA)
Arizona State University West (AZ)	Georgia State University (GA)
Arkansas State University (AR)	Glenville State College (WV)
Arkansas Tech University (AR)	Grand Valley State University (MI)
Auburn University at Montgomery (AL)	Harris-Stowe State College (MO)
Augusta State University (GA)	Henderson State University (AR)
Austin Peay State University (TN)	Idaho State University (ID)
Ball State University (IN)	Illinois State University (IL)
Bemidji State University (MN)	Indiana State University (IN)
Black Hills State University (SD)	Indiana University at South Bend (IN)
Bloomshurg University of Pennsylvania (PA)	Indiana University East (IN)
Bluefield State College (WV)	Indiana University Kokomo (IN)
Bowie State University (MD)	Indiana University Northwest (IN)
Bridgewater State College (MA)	Indiana University-Purdue University Fort Wayne (IN)
California State University-Bakersfield (CA)	Indiana University-Purdue University Indianapolis (IN)
California State University-Fresno (CA)	Indiana University Southeast (IN)
California State University-Fullerton (CA)	Jacksonville State University (AL)
California State University-Northridge (CA)	James Madison University (VA)
California State University-San Marcos (CA)	Jersey City State College (NJ)
Central Michigan University (MI)	Keene State College (NH)
Central Missouri State University (MO)	Kennesaw State University (GA)
Chadron State College (NE)	Kent State University Main Campus (OH)
Christopher Newport University (VA)	Kentucky State University (KY)
Citadel, Military College of South Carolina, The (SC)	Lake Superior State University (MI)
Clarion University of Pennsylvania (PA)	Lamar University-Beaumont (TX)
Clemson University (SC)	Lander University (SC)
Cleveland State University (OH)	Langston University (OK)
Coastal Carolina University (SC)	Lewis-Clark State College (ID)
College of Charleston (SC)	Lincoln University (PA)
College of New Jersey, The (NJ)	Lock Haven University of Pennsylvania (PA)
Coppin State College (MD)	Longwood College (VA)
Dakota State University (SD)	Louisiana State University and Agricultural and Mechanical College (LA)
Delta State University (MS)	Louisiana State University in Shreveport (LA)
East Carolina University (NC)	Louisiana Tech University (LA)
East Central University (OK)	Marshall University (WV)
East Stroudsburg University of Pennsylvania (PA)	Massachusetts College of Liberal Arts (MA)
Eastern Connecticut University (CT)	Mayville State University (ND)
Eastern Illinois University (IL)	McNeese State University (LA)
Eastern New Mexico University Main Campus (NM)	Mesa State College (CO)
Edinboro University of Pennsylvania (PA)	Metropolitan State College of Denver (CO)
Emporia State University (KS)	Metropolitan State University (MN)
Ferris State University (MI)	Miami University (OH)
Fitchburg State College (MA)	Michigan Technological University (MI)
Fort Hays State University (KS)	Middle Tennessee State University (TN)
Fort Lewis College (CO)	
Francis Marion University (SC)	

Midwestern State University (TX)
 Millersville University of Pennsylvania (PA)
 Minot State University (ND)
 Mississippi State University (MS)
 Mississippi University for Women (MS)
 Missouri Southern State College (MO)
 Missouri Western State College (MO)
 Montana State University-Billings (MT)
 Montclair State University (NJ)
 Moorhead State University (MN)
 Morehead State University (KY)
 Morgan State University (MD)
 Murray State University (KY)
 New Jersey Institute of Technology (NJ)
 New Mexico State University Main Campus (NM)
 Nicholls State University (LA)
 North Carolina Central (NC)
 North Dakota State University Main Campus (ND)
 Northeast Louisiana University (LA)
 Northeastern Illinois University (IL)
 Northeastern State University (OK)
 Northern Arizona University (AZ)
 Northern Kentucky University (KY)
 Northern Michigan University (MI)
 Northwest Missouri State University (MO)
 Northwestern State University (LA)
 Oakland University (MI)
 Ohio State University Main Campus, The (OH)
 Old Dominion University (VA)
 Peru State College (NE)
 Pittsburg State University (KS)
 Plymouth State College (NH)
 Portland State University (OR)
 Purdue University Calumet (IN)
 Radford University (VA)
 Ramapo College of New Jersey (NJ)
 Rhode Island College (RI)
 Richard Stockton College of New Jersey, The (NJ)
 Rowan University (NJ)
 Rutgers, the State University of New Jersey (NJ)
 Saginaw Valley State University (MI)
 Saint Mary's College of Maryland (MD)
 Salem State College (MA)
 Salisbury State University (MD)
 Sam Houston State University (TX)
 San Francisco State University (CA)
 Shawnee State University (OH)
 Shippensburg University of Pennsylvania (PA)
 South Carolina State University (SC)
 South Dakota School of Mines and Technology (SD)
 South Dakota State University (SD)
 Southeast Missouri State University (MO)
 Southeastern Louisiana University (LA)
 Southeastern Oklahoma State University (OK)
 Southern Arkansas University (AR)
 Southern Connecticut State University (CT)
 Southern Illinois University at Carbondale (IL)
 Southern Illinois University at Edwardsville (IL)
 Southern Polytechnic State University (GA)
 Southern University and Agricultural and
 Mechanical College (LA)
 Southern Utah University (UT)
 Southwest Missouri State University (MO)
 Southwest State University (MN)
 Southwest Texas State University (TX)
 Southwestern Oklahoma State University (OK)
 State University of New York at Binghamton (NY)
 State University of New York at Stony Brook (NY)
 State University of New York College at Brockport
 (NY)
 State University of New York College at Cortland
 (NY)
 State University of New York College at Fredonia
 (NY)
 State University of New York College at Geneseo
 (NY)
 State University of New York College at Plattsburgh
 (NY)
 State University of New York Institute of
 Technology at Utica-Rome (NY)
 State University of West Georgia (GA)
 Tarleton State University (TX)
 Temple University (PA)
 Tennessee Technological University (TN)
 Texas A & M International University (TX)
 Texas A & M University-Commerce (TX)
 Texas A & M University-Corpus Christi (TX)
 Texas Southern University (TX)
 Texas Tech University (TX)
 Texas Woman's University (TX)
 Towson University (MD)
 Troy State University (AL)
 Truman State University (MO)
 University of Akron Main Campus, The (OH)
 University of Alabama in Huntsville (AL)
 University of Arkansas at Little Rock (AR)
 University of Central Arkansas (AR)
 University of Central Oklahoma (OK)
 University of Colorado at Denver (CO)
 University of Delaware (DE)
 University of Houston-Clear Lake (TX)
 University of Houston-Downtown (TX)
 University of Maine (ME)
 University of Maine at Farmington (ME)
 University of Maine at Fort Kent (ME)
 University of Maine at Presque Isle (ME)
 University of Massachusetts Amherst (MA)
 University of Massachusetts Boston (MA)
 University of Massachusetts Dartmouth (MA)
 University of Memphis, The (TN)
 University of Michigan-Dearborn (MI)
 University of Minnesota-Duluth (MN)

University of Minnesota-Morris (MN)
 University of Missouri-Kansas City (MO)
 University of Missouri-Saint Louis (MO)
 University of Montevallo (AL)
 University of Nebraska at Kearney (NE)
 University of Nebraska at Omaha (NE)
 University of Nevada-Las Vegas (NV)
 University of North Carolina at Asheville (NC)
 University of North Carolina at Charlotte (NC)
 University of North Carolina at Greensboro (NC)
 University of North Carolina at Pembroke (NC)
 University of North Carolina at Wilmington (NC)
 University of North Texas (TX)
 University of Northern Colorado (CO)
 University of Puerto Rico Humacao University
 College (PR)
 University of South Alabama (AL)
 University of South Carolina-Aiken (SC)
 University of South Carolina Spartanburg (SC)
 University of Southern Colorado (CO)
 University of Southern Indiana (IN)
 University of Southern Mississippi (MS)
 University of Southwestern Louisiana (LA)
 University of Tennessee at Chattanooga (TN)
 University of Tennessee at Martin (TN)
 University of Tennessee, Memphis (TN)
 University of Texas at Arlington (TX)
 University of Texas at Dallas (TX)
 University of Texas at El Paso (TX)
 University of Texas at San Antonio (TX)
 University of the Virgin Islands, St. Thomas (VI)
 University of Toledo (OH)
 University of West Florida (FL)
 University of Wisconsin-Eau Claire (WI)
 University of Wisconsin-Green Bay (WI)
 University of Wisconsin-La Crosse (WI)
 University of Wisconsin-Oshkosh (WI)
 University of Wisconsin-Platteville (WI)
 University of Wisconsin-Stevens Point (WI)
 University of Wisconsin-Stout (WI)
 University of Wisconsin-Superior (WI)
 University of Wisconsin-Whitewater (WI)
 Valdosta State University (GA)
 Valley City State University (ND)
 Virginia State University (VA)
 Washburn University of Topeka (KS)
 Washington State University (WA)
 Wayne State College (NE)
 Weber State University (UT)
 West Texas A & M University (TX)
 West Virginia University Institute of Technology
 (WV)
 Western Carolina University (NC)
 Western Illinois University (IL)
 Western Kentucky University (KY)
 Western Michigan University (MI)

Western Montana College of the University of
 Montanan (MT)
 Western Oregon University (OR)
 Wichita State University (KS)
 William Paterson University of New Jersey (NJ)
 Winston-Salem State University (NC)
 Winthrop University (SC)
 Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Brown University (RI)
Agnes Scott College (GA)	Bryan College (TN)
Albertson College of Idaho (ID)	Bryant College (RI)
Albertus Magnus College (CT)	Bryn Mawr College (PA)
Albright College (PA)	Buena Vista University (IA)
Alderson-Broaddus College (WV)	Butler University (IN)
Alfred University (NY)	Cabrini College (PA)
Allegheny College (PA)	Caldwell College (NJ)
Allentown College of St. Francis De Sales (PA)	Calvin College (MI)
Alma College (MI)	Canisius College (NY)
Alvernia College (PA)	Capitol College (MD)
Alverno College (WI)	Cardinal Stritch College (WI)
Amherst College (MA)	Carlow College (PA)
Anderson University (IN)	Case Western Reserve University (OH)
Aquinas College (MI)	Catawba College (NC)
Ashbury College (KY)	Cazenovia College (NY)
Ashland University (OH)	Cedarville College (OH)
Aurora University (IL)	Central Baptist College (AR)
Avila College (MO)	Central Methodist College (MO)
Azusa Pacific University (CA)	Chapman University (CA)
Babson College (MA)	Charleston Southern University (SC)
Baker College of Flint (MI)	Christian Brothers University (TN)
Baker College of Muskegon (MI)	Christian Heritage College (CA)
Baker University (KS)	Claremont McKenna College (CA)
Baldwin-Wallace College (OH)	Clarke College (IA)
Barat College (IL)	Clarkson College (NE)
Barnard College (NY)	Clarkson University (NY)
Barry University (FL)	Colby-Sawyer College (NH)
Bastyr University (WA)	College Misericordia (PA)
Beaver College (PA)	College of Notre Dame of Maryland (MD)
Bellarmine College (KY)	College of Our Lady of the Elms (MA)
Bellevue University (NE)	College of Saint Catherine (MN)
Belmont Abbey College (NC)	College of Saint Elizabeth (NJ)
Belmont University (TN)	College of Saint Mary (NE)
Benedict College (SC)	College of Saint Rose (NY)
Benedictine University (IL)	College of Saint Scholastica (MN)
Bennett College (NC)	College of the Southwest (NM)
Bentley College (MA)	Colorado Christian University (CO)
Bethany College (KS)	Columbia College (MO)
Bethel College (IN)	Columbia College (SC)
Bethel College (KS)	Columbia International University (SC)
Bethel College (MN)	Concordia College (NE)
Birmingham-Southern College (AL)	Concordia College (NY)
Blackburn College (IL)	Concordia College Moorhead (MN)
Bluefield College (VA)	Concordia College Saint Paul (MN)
Bradford College (MA)	Concordia University (CA)
Bradley University (IL)	Cooper Union for the Advancement of Science and Art, (The) (NY)
Brandeis University (MA)	Cornerstone College (MI)
Brenau University (GA)	Covenant College (GA)
Briar Cliff College (IA)	

Creighton University (NE)
 Culver-Stockton College (MO)
 De'Youville College (NY)
 Dakota Wesleyan University (SD)
 Davidson College (NC)
 Davis & Elkins College (WV)
 DePaul University (IL)
 Dickinson College (PA)
 Doane College (NE)
 Dominican College of Blauvelt (NY)
 Dominion College of San Rafael (CA)
 Dordt College (IA)
 Drake University (IA)
 Drury College (MO)
 Duquesne University (PA)
 East Texas Baptist University (TX)
 Eastern Mennonite University (VA)
 Eckerd College (FL)
 Edgewood College (WI)
 Elizabethtown College (PA)
 Elmhurst College (IL)
 Elmira College (NY)
 Emerson College (MA)
 Emmanuel College (MA)
 Emory University (GA)
 Eureka College (IL)
 Fairfield University (CT)
 Ferrum College (VA)
 Florida Institute of Technology (FL)
 Franciscan University of Steubenville (OH)
 Franklin College of Indiana (IN)
 Freed-Hardeman University (TN)
 Friends University (KS)
 Gannon University (PA)
 Gardner-Webb University (NC)
 George Washington University (DC)
 Georgetown College (KY)
 Georgian Court College (NJ)
 Golden Gate University (CA)
 Gonzaga University (WA)
 Gordon College (MA)
 Goshen College (IN)
 Grand View College (IA)
 Grinnell College (IA)
 Guilford College (NC)
 Hampton-Sydney College (VA)
 Hannibal-LaGrange College (MO)
 Hartwick College (NY)
 Hastings College (NE)
 Hilbert College (NY)
 Hiram College (OH)
 Hofstra University (NY)
 Holy Family College (PA)
 Holy Names College (CA)
 Hope College (MI)
 Houghton College (NY)
 Howard College (DC)
 Husson College (ME)
 Immaculata College (PA)
 Inter American University of Puerto Rico
 Barranquitas (PR)
 Iona College (NY)
 Ithaca College (NY)
 Jacksonville University (FL)
 John Brown University (AR)
 John Carroll University (OH)
 John Hopkins University (MD)
 Judson College (AL)
 Juniata College (PA)
 Kalamazoo College (MI)
 Kentucky Wesleyan College (KY)
 Kenyon College (OH)
 Kings's College (PA)
 La Roche College (PA)
 La Salle University (PA)
 La Sierra University (CA)
 Lafayette College (PA)
 LaGrange College (GA)
 Le Moyne College (NY)
 Lebanon Valley College (PA)
 Lees-McRae College (NC)
 Lenoir-Rhyne College (NC)
 LeTourneau University (TX)
 Limestone College (SC)
 Lincoln Memorial University (TN)
 Lindsey Wilson College (KY)
 Loras College (IA)
 Louisiana College (LA)
 Loyla Marymount University (CA)
 Loyola University New Orleans (LA)
 Lycoming College (PA)
 Lynchburg College (VA)
 Lyon College (AR)
 Madonna University (MI)
 Malone College (OH)
 Manhattan Christian College (KS)
 Marion College (IN)
 Marion College of Fond du lac (WI)
 Marietta College (OH)
 Marist College (NY)
 Mars Hill College (NC)
 Mary Baldwin College (VA)
 Marymount College (NY)
 Marymount University (VA)
 Maryville University of St. Louis (MO)
 Marywood College (PA)
 Massachusetts Institute of Technology (MA)
 McMurry University (TX)
 McPherson College (KS)
 Medaille College (NY)
 Mercer University (GA)
 Mercy College (NY)

Meredith College (NC)
 Merrimack College (MA)
 Messiah College (PA)
 Midland Lutheran College (NE)
 Midway College (KY)
 Milligan College (TN)
 Millikin University (IL)
 Molloy College (NY)
 Monmouth College (NJ)
 Morningside College (IA)
 Morris Brown College (GA)
 Mount Olive College (NC)
 Mulhenberg College (PA)
 Muskingum College (OH)
 National University (CA)
 Neumann College (PA)
 New Hampshire College (NH)
 Niagara University (NY)
 North Carolina Wesleyan College (NC)
 North Central College (IL)
 Northeastern University (MA)
 Northland College (WI)
 Northwest College (WA)
 Northwestern College (IA)
 Northwestern College (MN)
 Norwich University (VT)
 Notre Dame College (NH)
 Notre Dame College (OH)
 Nova Southeastern University (FL)
 Occidental College (CA)
 Oglethorpe University (GA)
 Ohio Northern University (OH)
 Oklahoma Baptist University (OK)
 Our Lady of the Lake University (TX)
 Pace University New York Campus (NY)
 Pacific Lutheran University (WA)
 Pacific Oaks College (CA)
 Palm Beach Atlantic College (FL)
 Pepperdine University (CA)
 Pfeiffer University (NC)
 Piedmont College (GA)
 Pikeville College (KY)
 Pine Manor College (MA)
 Pittsburgh Theological Seminary (PA)
 Point Park College (PA)
 Presbyterian College (SC)
 Providence College (RI)
 Quincy University (IL)
 Randolph-Macon College (VA)
 Reed College (OR)
 Reformed Bible College (MI)
 Regent University (VA)
 Regis College (MA)
 Rensselaer Polytechnic Institute (NY)
 Rhodes College (TN)
 Rider University (NJ)

Ripon College (WI)
 Rivier College (NH)
 Roanoke College (VA)
 Robert Morris College (PA)
 Rockford College (IL)
 Rockhurst College (MO)
 Rollins College (FL)
 Roosevelt University (IL)
 Rose-Hulman Institute of Technology (IN)
 Sacred Heart University (CT)
 Saint Francis College (IN)
 Saint Francis College (PA)
 Saint John's University (MN)
 Saint Joseph's University (PA)
 Saint Mary's College (IN)
 Saint Mary's College of California (CA)
 Saint Mary's University of Minnesota (MN)
 Saint Peter's College (NJ)
 Saint Vincent College (PA)
 Saint Xavier University (IL)
 Salem College (NC)
 Salem-Teikyo University (WV)
 Salve Regina University (RI)
 Samuel Merritt College (CA)
 San Jose Christian College (CA)
 Santa Clara University (CA)
 Scripps College (CA)
 Seattle Pacific University (WA)
 Seattle University (WA)
 Seton Hill College (PA)
 Shorter College (GA)
 Siena College (NY)
 Siena Heights College (MI)
 Sierra Nevada College (NV)
 Simpson College (CA)
 Simpson College (IA)
 Southern Adventist University (TN)
 Southern California College (CA)
 Southern Vermont College (VT)
 Southwestern College (AZ)
 Spalding University (KY)
 Spring Arbor College (MI)
 Springfield College (MA)
 St. Ambrose University (IA)
 St. Andrews Presbyterian College (NC)
 St. Bonaventure University (NY)
 St. Edward's University (TX)
 St. John Fisher College (NY)
 St. John's University (NY)
 St. Mary's University (TX)
 St. Olaf College (MN)
 Stanford University (CA)
 Stetson University (FL)
 Stevens Institute of Technology (NJ)
 Susquehanna University (PA)
 Teachers College Columbia University (NY)

Teikyo Post University (CT)
 Texas Christian University (TX)
 The Catholic University of America (DC)
 The Defiance College (OH)
 The Sage College (NY)
 Thomas College (ME)
 Thomas Moore College (KY)
 Trinity College of Vermont (VT)
 Tulane University (LA)
 Tusculum University (TN)
 Tuskegee University (AL)
 Union College (NE)
 Union Institute (OH)
 Union Theological Seminary and Presbyterian
 School of Christian Education (VA)
 United States International University (CA)
 University of Bridgeport (CT)
 University of Central Texas (TX)
 University of Charleston (WV)
 University Of Detroit Mercy (MI)
 University of Dubuque (IA)
 University of Hartford (CT)
 University of La Verne (CA)
 University of Miami (FL)
 University of New England (ME)
 University of Portland (OR)
 University of Richmond (VA)
 University of Rio Grande (OH)
 University of Saint Thomas (MN)
 University of San Diego (CA)
 University of San Francisco (CA)
 University of Scranton (PA)
 University of Sioux Falls (SD)
 University of the Ozarks (AR)
 University of the Pacific (CA)
 University of the South (TN)
 University of Tulsa (OK)
 Upper Iowa University (IA)
 Ursuline College (OH)
 Valparaiso University (IN)
 Villanova University (PA)
 Viterbo College (WI)
 Walsh University (OH)
 Warren Wilson College (NC)
 Warburg College (IA)
 Washington and Jefferson College (PA)
 Washington College (MD)
 Webber College (FL)
 West Virginia Wesleyan College (WV)
 Western Baptist College (OR)
 Western Maryland College (MD)
 Western New England College (MA)
 Westminster College (PA)
 Wheaton College (MA)
 Wheeling Jesuit University (WV)
 Whittier College (CA)

Widener University (PA)
 William Jewell College (MO)
 William Penn College (IA)
 William Woods University (MO)
 William Baptist College (AR)
 Wilmington College (OH)
 Wisconsin Lutheran College (WI)
 Worcester Polytechnic Institute (MA)
 York College of Pennsylvania (PA)
 Xavier University (OH)

SALARY-TREND STUDY OF FACULTY IN
PHYSICAL SCIENCES
FOR THE YEARS
1994-95 AND 1997-98

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1997-98: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Physical Sciences. The CIP defines the discipline/major field of Physical Sciences as,

A summary of groups of instructional programs that describe the scientific study of inanimate objects, processes of matter and energy, and associated phenomena.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 129--40).]

This article summarizes the overall average salary increases in the discipline/major field of Physical Sciences for both public and private institutions from the "baseline year" of 1994-95 to and including the "trend year" of 1997-98. Of the 305 institutions which participated in CUPA's PUBLIC study of 1994-95, 262 also participated in 1997-98. Data from those same 262 institutions were used in both the baseline year and the trend year. Of the 514 institutions which participated in CUPA's PRIVATE study of 1994-95, 387 also participated in 1997-98. Data from those same 387 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Physical Sciences for

both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1994-95 and 1997-98).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 26.8 for associate professors of Physical Sciences in the 1994-95 public study means that 26.8 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the

ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1994-95, PUBLIC 1997-98, PRIVATE 1994-95 and PRIVATE 1997-98. For example, a SALARY FACTOR of .93 for associate professors in the discipline/major field of Physical Sciences in the 1994-95 public study means that their average salary is seven percent below than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1994-95 or 1997-98). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Physical Sciences with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1994-95 and the "trend year" of 1997-98 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

			PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
			SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN
PUBLIC, 1994-95																				
AVERAGE																				
SALARY	58547	291	56	43030	169	57	36740	138	54	34948	25	19	27791	32	20	48046	630	71		
FAC MIX																				
PC I	46.2%			21.9%			21.9%			4.0%			5.1%			100.0%				
SALARY																				
FACTOR	0.99			0.93			0.96			0.97			0.97			1.02				
ALL MAJOR FIELDS																				
AVERAGE																				
SALARY	58932	28035		46171	23794		38132	23157		36193	3487		28571	5559		47087	80545	262		
FAC MIX																				
PC I	34.8%			29.5%			28.8%			4.3%			6.9%			100.0%				
DISCIPLINE: PHYSICAL SCIENCES																				
MAJOR FIELD: Physical Sciences																				
PUBLIC, 1997-98																				
AVERAGE																				
SALARY	66101	278	50	49604	167	45	39977	149	42	35300	26	18	31056	31	19	53727	625	61		
FAC MIX																				
PC I	44.5%			26.7%			23.8%			4.2%			5.0%			100.0%				
SALARY																				
FACTOR	1.02			0.99			0.97			0.90			1.00			1.04				
ALL MAJOR FIELDS																				
AVERAGE																				
SALARY	64740	28214		50192	24517		41065	22819		39286	3964		31016	5361		51420	80911	262		
FAC MIX																				
PC I	34.9%			30.3%			28.2%			4.9%			6.6%			100.0%				
DISCIPLINE: PHYSICAL SCIENCES																				
MAJOR FIELD: Physical Sciences																				
PRIVATE, 1994-95																				
AVERAGE																				
SALARY	68060	149	23	43669	52	20	37819	69	26	34636	12	8	26147	5	4	55098	275	43		
FAC MIX																				
PC I	54.2%			18.9%			25.1%			4.4%			1.8%			100.0%				
SALARY																				
FACTOR	1.14			0.97			1.01			0.99			0.87			1.18				
ALL MAJOR FIELDS																				
AVERAGE																				
SALARY	59877	13579		48094	12852		37388	12597		34897	1749		30044	2016		46880	41044	387		
FAC MIX																				
PC I	33.1%			31.3%			30.7%			4.3%			4.9%			100.0%				
DISCIPLINE: PHYSICAL SCIENCES																				
MAJOR FIELD: Physical Sciences																				
PRIVATE, 1997-98																				
AVERAGE																				
SALARY	76404	204	25	51929	77	25	40590	63	33	43278	9	6	30162	6	5	63781	350	55		
FAC MIX																				
PC I	58.3%			22.0%			18.0%			2.6%			1.7%			100.0%				
SALARY																				
FACTOR	1.16			1.05			1.00			1.11			0.91			1.24				
ALL MAJOR FIELDS																				
AVERAGE																				
SALARY	65803	14238		49311	13414		40563	12704		39107	2009		33099	2045		51446	42401	387		
FAC MIX																				
PC I	33.6%			31.6%			30.0%			4.7%			4.8%			100.0%				

BEST COPY AVAILABLE

RESULTS OF THE TWO PUBLIC STUDIES: 1994-95 AND 1997-98

In the PUBLIC 1994-95 study in the above table, the discipline/major field of Physical Sciences was reported in 71 of the 262 public institutions. The average salary of the 630 faculty was \$48,046. This average salary was approximately 2.0 percent higher than the average salary of \$47,087 for all 80,545 faculty in ALL MAJOR FIELDS in the same 1994-95 public study.

For the PUBLIC 1997-98 salary study in the above table, Physical Sciences was reported in 61 of the same 262 public institutions. The average salary of the 625 faculty was \$53,727. This average salary was approximately 4.5 percent higher than the average salary of \$51,420 for all 80,911 faculty in ALL MAJOR FIELDS in the 1997-98 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Physical Sciences in the public institutions studied was 11.8 percent (\$53,727 minus \$48,046 equals \$5,681). The CPI of increase cost-of-living between October 1994 and October 1997 was 8.1 percent. In comparison, with the CPI, there was a relative increase in Physical Sciences average faculty salaries over the three-year period by 3.7 percent or an average of 1.2 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.2 percent (\$51,420 minus \$47,087 equals \$4,333). In comparison to the discipline/major field of Physical Sciences (11.8%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 2.6 percent more than the faculty in the discipline/major field of Physical Sciences.

In the 1994-95 study the faculty mix percentage in Physical Sciences is higher at the professor rank than at the assistant professor rank: 46.2 percent vs. 21.9 percent; and higher in the 1997-98 study; 44.5 percent vs 23.8 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.8 percent

vs 28.8 percent (1994-95) and 34.9 percent vs 28.2 percent (1997-98).

Finally, the hiring rate of new assistant professors in Physical Sciences in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1994-95, 4.0 percent (25/630) vs 4.3 percent (3,487/80,545) and lower in 1997-98, 4.2 percent (26/625) vs. 4.9 percent (3,964/80,911).

RESULTS OF THE TWO PRIVATE STUDIES: 1994-95 AND 1997-98

The PRIVATE 1994-95 salary study in the above table indicates that the discipline/major field of Physical Sciences was reported in 43 of the 387 private institutions. The average salary of the 275 faculty was \$55,098, an average salary 17.5 percent higher than the average salary of \$46,880 for all 41,044 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

In the PRIVATE 1997-98 salary study in the above table, 55 of the same 387 private institutions reported Physical Sciences. The average salary of the 350 faculty was \$63,781, an average salary 24.0 percent higher than the average salary of \$51,446 for all 42,401 faculty in ALL MAJOR FIELDS in the 1997-98 private study.

The three-year increase in average salaries for all faculty in Physical Sciences in the private institutions studied was 15.8 percent (\$63,781 minus \$55,098 equals \$8,683). The CPI increased cost-of-living between October 1994 and October 1997 was 8.1 percent. A more realistic increase, therefore, in the average faculty salaries of Physical Sciences over the three-year time period, is 7.7 percent or 2.6 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.7 percent (\$51,446 minus \$46,880 equals \$4,566). In comparison to Physical Sciences (15.8%), the faculty in ALL MAJOR FIELDS increased their salaries 6.1 percent less than faculty in Physical Sciences.

For both studies in the discipline/major field of Physical Sciences, the faculty mix percentage

is higher at the professor rank in comparison to the assistant professor rank: 54.2 percent vs. 25.1 percent (1994-95); and 58.3 percent vs 18.0 percent (1997-98). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.1 percent vs. 30.7 percent (1994-95) and 33.6 percent vs. 30.0 percent (1997-98).

Finally, the hiring rate for new assistant professors in Physical Sciences was higher than the hiring rate in ALL MAJOR FIELDS in the 1994-95 private study: 4.4 percent (12/275) vs. 4.3 percent (1,749/41,044) and lower in the 1997-98 private study: 2.6 percent (9/350) vs. 4.7 percent (2,009/42,401).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Physical Sciences and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1994-95 through the "trend year" of 1997-98. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,880 (.8%) faculty in the discipline/major field of Physical Sciences participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 244,901 participating faculty. The same 262 public institutions and the same 387 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Physical Sciences in 1994-95 was two percent and 18 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks

in Physical Sciences in 1997-98 were four percent above and 24 percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1997 CPI reflects an 8.1 percent increase over the October 1994 CPI and indicates that the faculty in Physical Sciences in the public institutions received an average annual salary increase of 1.2 percent above the cost-of-living. In the private institutions the annual average salary increase was 2.6 percent above the cost-of-living.

Third, in both the 1994-95 and 1997-98 public and private studies in Physical Sciences, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Physical Sciences is well established in the academy.

Finally, the hiring rate of new assistant professors in Physical Sciences in the 1994-95 and 1997-98 public studies and in the 1997-98 private study was lower than the hiring rate of ALL MAJOR FIELDS; however in the 1994-95 private study the hiring rate of new assistant prof was higher than that of ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Physical Sciences has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and Education studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 9
- B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 10
- C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	GEOGRAPHY
ADMINISTRATIVE ASSISTANT SECRETARIAL	GEOLOGY
SCIENCE, GENERAL	HISTORY, GENERAL
ANTHROPOLOGY	HOME ECONOMICS
ARCHITECTURE AND RELATED PROGRAMS	LIBRARY SCIENCE
AREA, ETHNIC, AND CULTURAL STUDIES	MARKETING MANAGEMENT AND RESEARCH
ART, GENERAL	MATHEMATICS
BIOLOGICAL SCIENCES LIFE SCIENCES	MULTIINTERDISCIPLINARY STUDIES
BUSINESS ADMINISTRATION AND MANAGEMENT,	MUSIC, GENERAL
GENERAL	NURSING (R. N. TRAINING)
BUSINESS MANAGEMENT AND	OCCUPATIONAL THERAPY
MANAGEMENT, GENERAL	PARKS, RECREATION, LEISURE, & FITNESS STUDIES
BUSINESS/MANAGERIAL ECONOMICS	PHILOSOPHY AND RELIGION
CHEMISTRY, GENERAL	PHYSICAL SCIENCES
COMMUNICATIONS	PHYSICAL THERAPY
COMPUTER AND INFORMATION SCIENCES	PHYSICS, GENERAL
COUNSELOR EDUCATION STUDENT COUNSELING	POLITICAL SCIENCE, GENERAL
AND GUIDANCE SERVICES	PROTECTIVE SERVICES
CURRICULUM AND INSTRUCTION	PSYCHOLOGY
DRAMA/THEATER ARTS, GENERAL	PUBLIC HEALTH, GENERAL
ECONOMICS, GENERAL	READING TEACHER EDUCATION
EDUCATION	SOCIAL SCIENCES, GENERAL
EDUCATION ADMINISTRATION AND	SOCIAL WORK
SUPERVISION, GENERAL	SOCIOLOGY
EDUCATION/INSTRUCTIONAL MEDIA	SPECIAL EDUCATION, GENERAL
TECH/TECHNICIAN	SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
ENGINEERING	TEACHER EDUCATION
ENGINEERING RELATED TECHNOLOGIES	VISUAL AND PERFORMING ARTS
ENGLISH LANGUAGE AND	
LITERATURE LITERS	
ENTERPRISE MANAGEMENT AND OPERATION,	TOTAL 53
GENERAL	
FOREIGN LANGUAGES AND LITERATURES	

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Alabama State University (AL)	Frostburg State University (MD)
Alcorn State University (MS)	George Mason University (VA)
Angelo State University (TX)	Georgia College & State University (GA)
Appalachian State University (NC)	Georgia Southern University (GA)
Arizona State University West (AZ)	Georgia State University (GA)
Arkansas State University (AR)	Glennville State College (WV)
Arkansas Tech University (AR)	Grand Valley State University (MI)
Auburn University at Montgomery (AL)	Harris-Stowe State College (MO)
Augusta State University (GA)	Henderson State University (AR)
Austin Peay State University (TN)	Idaho State University (ID)
Ball State University (IN)	Illinois State University (IL)
Benidji State University (MN)	Indiana State University (IN)
Black Hills State University (SD)	Indiana University at South Bend (IN)
Bloomsburg University of Pennsylvania (PA)	Indiana University East (IN)
Bluefield State College (WV)	Indiana University Kokomo (IN)
Bowie State University (MD)	Indiana University Northwest (IN)
Bridgewater State College (MA)	Indiana University-Purdue University Fort Wayne (IN)
California State University-Bakersfield (CA)	Indiana University-Purdue University Indianapolis (IN)
California State University-Fresno (CA)	Indiana University Southeast (IN)
California State University-Fullerton (CA)	Jacksonville State University (AL)
California State University-Northridge (CA)	James Madison University (VA)
California State University-San Marcos (CA)	Jersey City State College (NJ)
Central Michigan University (MI)	Keene State College (NH)
Central Missouri State University (MO)	Kennesaw State University (GA)
Chadron State College (NE)	Kent State University Main Campus (OH)
Christopher Newport University (VA)	Kentucky State University (KY)
Citadel, Military College of South Carolina, The (SC)	Lake Superior State University (MI)
Clarion University of Pennsylvania (PA)	Lamar University-Beaumont (TX)
Clemson University (SC)	Lander University (SC)
Cleveland State University (OH)	Langston University (OK)
Coastal Carolina University (SC)	Lewis-Clark State College (ID)
College of Charleston (SC)	Lincoln University (PA)
College of New Jersey, The (NJ)	Lock Haven University of Pennsylvania (PA)
Coppin State College (MD)	Longwood College (VA)
Dakota State University (SD)	Louisiana State University and Agricultural and Mechanical College (LA)
Delta State University (MS)	Louisiana State University in Shreveport (LA)
East Carolina University (NC)	Louisiana Tech University (LA)
East Central University (OK)	Marshall University (WV)
East Stroudsburg University of Pennsylvania (PA)	Massachusetts College of Liberal Arts (MA)
Eastern Connecticut University (CT)	Mayville State University (ND)
Eastern Illinois University (IL)	McNeese State University (LA)
Eastern New Mexico University Main Campus (NM)	Mesa State College (CO)
Edinboro University of Pennsylvania (PA)	Metropolitan State College of Denver (CO)
Emporia State University (KS)	Metropolitan State University (MN)
Ferris State University (MI)	Miami University (OH)
Fitchburg State College (MA)	Michigan Technological University (MI)
Fort Hays State University (KS)	Middle Tennessee State University (TN)
Fort Lewis College (CO)	
Francis Marion University (SC)	

Midwestern State University (TX)
 Millersville University of Pennsylvania (PA)
 Minot State University (ND)
 Mississippi State University (MS)
 Mississippi University for Women (MS)
 Missouri Southern State College (MO)
 Missouri Western State College (MO)
 Montana State University-Billings (MT)
 Montclair State University (NJ)
 Moorhead State University (MN)
 Morehead State University (KY)
 Morgan State University (MD)
 Murray State University (KY)
 New Jersey Institute of Technology (NJ)
 New Mexico State University Main Campus (NM)
 Nicholls State University (LA)
 North Carolina Central (NC)
 North Dakota State University Main Campus (ND)
 Northeast Louisiana University (LA)
 Northeastern Illinois University (IL)
 Northeastern State University (OK)
 Northern Arizona University (AZ)
 Northern Kentucky University (KY)
 Northern Michigan University (MI)
 Northwest Missouri State University (MO)
 Northwestern State University (LA)
 Oakland University (MI)
 Ohio State University Main Campus, The (OH)
 Old Dominion University (VA)
 Penn State College (PA)
 Pittsburg State University (KS)
 Plymouth State College (NH)
 Portland State University (OR)
 Purdue University Calumet (IN)
 Radford University (VA)
 Ramapo College of New Jersey (NJ)
 Rhode Island College (RI)
 Richard Stockton College of New Jersey, The (NJ)
 Rowan University (NJ)
 Rutgers, the State University of New Jersey (NJ)
 Saginaw Valley State University (MI)
 Saint Mary's College of Maryland (MD)
 Salem State College (MA)
 Salisbury State University (MD)
 Sam Houston State University (TX)
 San Francisco State University (CA)
 Shawnee State University (OH)
 Shippensburg University of Pennsylvania (PA)
 South Carolina State University (SC)
 South Dakota School of Mines and Technology (SD)
 South Dakota State University (SD)
 Southeast Missouri State University (MO)
 Southeastern Louisiana University (LA)
 Southeastern Oklahoma State University (OK)
 Southern Arkansas University (AR)
 Southern Connecticut State University (CT)
 Southern Illinois University at Carbondale (IL)
 Southern Illinois University at Edwardsville (IL)
 Southern Polytechnic State University (GA)
 Southern University and Agricultural and Mechanical College (LA)
 Southern Utah University (UT)
 Southwest Missouri State University (MO)
 Southwest State University (MN)
 Southwest Texas State University (TX)
 Southwestern Oklahoma State University (OK)
 State University of New York at Binghamton (NY)
 State University of New York at Stony Brook (NY)
 State University of New York College at Brockport (NY)
 State University of New York College at Cortland (NY)
 State University of New York College at Fredonia (NY)
 State University of New York College at Geneseo (NY)
 State University of New York College at Plattsburgh (NY)
 State University of New York Institute of Technology at Utica-Rome (NY)
 State University of West Georgia (GA)
 Tarleton State University (TX)
 Temple University (PA)
 Tennessee Technological University (TN)
 Texas A & M International University (TX)
 Texas A & M University-Commerce (TX)
 Texas A & M University-Corpus Christi (TX)
 Texas Southern University (TX)
 Texas Tech University (TX)
 Texas Woman's University (TX)
 Towson University (MD)
 Troy State University (AL)
 Truman State University (MO)
 University of Akron Main Campus, The (OH)
 University of Alabama in Huntsville (AL)
 University of Arkansas at Little Rock (AR)
 University of Central Arkansas (AR)
 University of Central Oklahoma (OK)
 University of Colorado at Denver (CO)
 University of Delaware (DE)
 University of Houston-Clear Lake (TX)
 University of Houston-Downtown (TX)
 University of Maine (ME)
 University of Maine at Farmington (ME)
 University of Maine at Fort Kent (ME)
 University of Maine at Presque Isle (ME)
 University of Massachusetts Amherst (MA)
 University of Massachusetts Boston (MA)
 University of Massachusetts Dartmouth (MA)
 University of Memphis, The (TN)
 University of Michigan-Dearborn (MI)
 University of Minnesota-Duluth (MN)

University of Minnesota-Morris (MN)
 University of Missouri-Kansas City (MO)
 University of Missouri-Saint Louis (MO)
 University of Montevallo (AL)
 University of Nebraska at Kearney (NE)
 University of Nebraska at Omaha (NE)
 University of Nevada-Las Vegas (NV)
 University of North Carolina at Asheville (NC)
 University of North Carolina at Charlotte (NC)
 University of North Carolina at Greensboro (NC)
 University of North Carolina at Pembroke (NC)
 University of North Carolina at Wilmington (NC)
 University of North Texas (TX)
 University of Northern Colorado (CO)
 University of Puerto Rico Humacao University
 College (PR)
 University of South Alabama (AL)
 University of South Carolina-Aiken (SC)
 University of South Carolina Spartanburg (SC)
 University of Southern Colorado (CO)
 University of Southern Indiana (IN)
 University of Southern Mississippi (MS)
 University of Southwestern Louisiana (LA)
 University of Tennessee at Chattanooga (TN)
 University of Tennessee at Martin (TN)
 University of Tennessee, Memphis (TN)
 University of Texas at Arlington (TX)
 University of Texas at Dallas (TX)
 University of Texas at El Paso (TX)
 University of Texas at San Antonio (TX)
 University of the Virgin Islands, St. Thomas (VI)
 University of Toledo (OH)
 University of West Florida (FL)
 University of Wisconsin-Eau Claire (WI)
 University of Wisconsin-Green Bay (WI)
 University of Wisconsin-La Crosse (WI)
 University of Wisconsin-Oshkosh (WI)
 University of Wisconsin-Platteville (WI)
 University of Wisconsin-Stevens Point (WI)
 University of Wisconsin-Stout (WI)
 University of Wisconsin-Superior (WI)
 University of Wisconsin-Whitewater (WI)
 Valdosta State University (GA)
 Valley City State University (ND)
 Virginia State University (VA)
 Washburn University of Topeka (KS)
 Washington State University (WA)
 Wayne State College (NE)
 Weber State University (UT)
 West Texas A & M University (TX)
 West Virginia University Institute of Technology
 (WV)
 Western Carolina University (NC)
 Western Illinois University (IL)
 Western Kentucky University (KY)
 Western Michigan University (MI)

Western Montana College of the University of
 Montanan (MT)
 Western Oregon University (OR)
 Wichita State University (KS)
 William Paterson University of New Jersey (NJ)
 Winston-Salem State University (NC)
 Winthrop University (SC)
 Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Briar Cliff College (IA)
Agnes Scott College (GA)	Brown University (RI)
Albertson College of Idaho (ID)	Bryan College (TN)
Albertus Magnus College (CT)	Bryant College (RI)
Albright College (PA)	Bryn Mawr College (PA)
Alderson-Broadthus College (WV)	Buena Vista University (IA)
Alfred University (NY)	Butler University (IN)
Allegheny College (PA)	Cabrini College (PA)
Allentown College of St. Francis De Sales (PA)	Caldwell College (NJ)
Alma College (MI)	Calvin College (MI)
Alvernia College (PA)	Canisius College (NY)
Alverno College (WI)	Capitol College (MD)
Amherst College (MA)	Cardinal Stitch College (WI)
Anderson University (IN)	Carlow College (PA)
Antioch University (OH)	Case Western Reserve University (OH)
Aquinas College (MI)	Catawba College (NC)
Asbury College (KY)	Cazenovia College (NY)
Ashland University (OH)	Cedarville College (OH)
Aurora University (IL)	Central Baptist College (AR)
Avila College (MO)	Central Methodist College (MO)
Azusa Pacific University (CA)	Chapman University (CA)
Babson College (MA)	Charleston Southern University (SC)
Baker College of Flint (MI)	Christian Brothers University (TN)
Baker College of Muskegon (MI)	Christian Heritage College (CA)
Baker University (KS)	Claremont McKenna College (CA)
Baldwin-Wallace College (OH)	Clarke College (IA)
Barat College (IL)	Clarkson College (NE)
Barnard College (NY)	Clarkson University (NY)
Barry University (FL)	Colby-Sawyer College (NH)
Bastyr University (WA)	College Misericordia (PA)
Beaver College (PA)	College of Notre Dame of Maryland (MD)
Bellarmine College (KY)	College of Our Lady of the Elms (MA)
Bellevue University (NE)	College of Saint Catherine (MN)
Belmont Abbey College (NC)	College of Saint Elizabeth (NJ)
Belmont University (TN)	College of Saint Mary (NE)
Benedict College (SC)	College of Saint Rose (NY)
Benedictine University (IL)	College of Saint Scholastica (MN)
Bennett College (NC)	College of the Southwest (NM)
Bentley College (MA)	Colorado Christian University (CO)
Bethany College (KS)	Columbia College (MO)
Bethel College (IN)	Columbia College (SC)
Bethel College (KS)	Columbia International University (SC)
Bethel College (MN)	Concordia College Moorhead (MN)
Birmingham-Southern College (AL)	Concordia College (NE)
Blackburn College (IL)	Concordia College (NY)
Bluefield College (VA)	Concordia University (CA)
Bradford College (MA)	Concordia University (MN)
Bradley University (IL)	Cooper Union for the Advancement of Science and Art (The) (NY)
Brandeis University (MA)	
Brenau University (GA)	

Cornerstone College and Grand Rapids Baptist
 Seminary (MI)
 Covenant College (GA)
 Creighton University (NE)
 Culver-Stockton College (MO)
 DeYouville College (NY)
 Dakota Wesleyan University (SD)
 Davidson College (NC)
 Davis & Elkins College (WV)
 DePaul University (IL)
 Dickinson College (PA)
 Doane College (NE)
 Dominican College of Blauvelt (NY)
 Dominican College of San Rafael (CA)
 Dordt College (IA)
 Drake University (IA)
 Drury College (MO)
 Duquesne University (PA)
 East Texas Baptist University (TX)
 Eastern Mennonite University (VA)
 Eckerd College (FL)
 Edgewood College (WI)
 Elizabethtown College (PA)
 Elmhurst College (IL)
 Elmira College (NY)
 Emerson College (MA)
 Emmanuel College (MA)
 Emory University (GA)
 Eureka College (IL)
 Fairfield University (CT)
 Ferrum College (VA)
 Florida Institute of Technology (FL)
 Franciscan University of Steubenville (OH)
 Franklin College of Indiana (IN)
 Freed Hardeman University (TN)
 Friends University (KS)
 Gannon University (PA)
 Gardner-Webb University (NC)
 George Washington University (DC)
 Georgetown College (KY)
 Georgian Court College (NJ)
 Golden Gate University (CA)
 Gonzaga University (WA)
 Gordon College (MA)
 Goshen College (IN)
 Grand View College (IA)
 Grinnell College (IA)
 Guilford College (NC)
 Hampton-Sydney College (VA)
 Hannibal-LaGrange College (MO)
 Hartwick College (NY)
 Hastings College (NE)
 Hilbert College (NY)
 Hiram College (OH)
 Hofstra University (NY)
 Holy Family College (PA)

Holy Names College (CA)
 Hope College (MI)
 Houghton College (NY)
 Howard University (DC)
 Husson College (ME)
 Immaculata College (PA)
 Inter American University of Puerto Rico Bayamon
 Campus (PR)
 Iona College (NY)
 Ithaca College (NY)
 Jacksonville University (FL)
 John Brown University (AR)
 John Carroll University (OH)
 John Hopkins University (MD)
 Judson College (AL)
 Juniata College (PA)
 Kalamazoo College (MI)
 Kentucky Wesleyan College (KY)
 Kenyon College (OH)
 King's College (PA)
 La Roche College (PA)
 La Salle University (PA)
 LaSierra University (CA)
 Lafayette College (PA)
 LaGrange College (GA)
 Le Moyne College (NY)
 Lebanon Valley College (PA)
 Lees-McRae College (NC)
 Lenoir-Rhyne College (NC)
 Letourneau University (TX)
 Limestone College (SC)
 Lincoln Memorial University (TN)
 Lindsay Wilson College (KY)
 Loras College (IA)
 Louisiana College (LA)
 Loyola Marymount University (CA)
 Loyola University New Orleans (LA)
 Lycoming College (PA)
 Lynchburg College (VA)
 Lyon College (AR)
 Madonna University (MI)
 Malone College (OH)
 Manhattan Christian College (KS)
 Marian College (IN)
 Marian College of Fon du lac (WI)
 Marietta College (OH)
 Marist College (NY)
 Mars Hill College (NC)
 Mary Baldwin College (VA)
 Marymount College (NY)
 Marymount University (VA)
 Maryville University of St Louis (MO)
 Marywood College (PA)
 Massachusetts Institute of Technology (MA)
 McMurray University (TX)

McPherson College (KS)
 Medaille College (NY)
 Mercer University (GA)
 Mercy College (NY)
 Meredith College (NC)
 Merrimack College (MA)
 Messiah College (PA)
 Midland Lutheran College (NE)
 Midway College (KY)
 Milligan College (TN)
 Millikin University (IL)
 Molloy College (NY)
 Monmouth University (NJ)
 Morningside College (IA)
 Morris Brown College (GA)
 Mount Olive College (NC)
 Mulhenberg College (PA)
 Muskingum College (OH)
 National University (CA)
 Neumann College (PA)
 New Hampshire College (NH)
 Niagara University (NY)
 North Carolina Wesleyan College (NC)
 North Central College (IL)
 Northeastern University (MA)
 Northland College (WI)
 Northwest College (WA)
 Northwestern College (IA)
 Northwestern College (MN)
 Norwich University (VT)
 Notre Dame College (NH)
 Notre Dame College (OH)
 Nova Southeastern University (FL)
 Occidental College (CA)
 Oglethorpe University (GA)
 Ohio Northern University (OH)
 Oklahoma Baptist University (OK)
 Our Lady of the Lake University (TX)
 Pace University New York Campus (NY)
 Pacific Lutheran University (WA)
 Pacific Oaks College (CA)
 Palm Beach Atlantic College (FL)
 Pepperdine University (CA)
 Pfeiffer University (NC)
 Piedmont College (GA)
 Pikeville College (KY)
 Pine Manor College (MA)
 Pittsburgh Theological Seminary (PA)
 Point Park College (PA)
 Presbyterian College (SC)
 Providence College (RI)
 Quincy University (IL)
 Randolph-Macon College (VA)
 Reed College (OR)
 Reformed Bible College (MI)
 Regis College (MA)

Rensselaer Polytechnic Institute (NY)
 Rhodes College (TN)
 Rider University (NJ)
 Ripon College (WI)
 Rivier College (NH)
 Roanoke College (VA)
 Robert Morris College (PA)
 Rockford College (IL)
 Rockhurst College (MO)
 Rollins College (FL)
 Roosevelt University (IL)
 Rose-Hulman Institute of Technology (IN)
 Sacred Heart University (CT)
 Saint Francis College (IN)
 Saint Francis College (PA)
 Saint John's University (MN)
 Saint Joseph's University (PA)
 Saint Mary's College (IN)
 Saint Mary's College of California (CA)
 Saint Mary's University of Minnesota (MN)
 Saint Peter's College (NJ)
 Saint Vincent College (PA)
 Saint Xavier University (IL)
 Salem College (NC)
 Salem-Teikyo University (WV)
 Salve Regina University (RI)
 Samuel Merritt College (CA)
 San Jose Christian College (CA)
 Santa Clara University (CA)
 Scripps College (CA)
 Seattle Pacific University (WA)
 Seattle University (WA)
 Seton Hill College (PA)
 Shorter College (GA)
 Siena College (NY)
 Siena Heights College (MI)
 Sierra Nevada College (NV)
 Simpson College (IA)
 Simpson College (IA)
 Southern Adventist University (TN)
 Southern California College (CA)
 Southern Vermont College (VT)
 Southwestern College (AZ)
 Spalding University (KY)
 Spring Arbor College (MI)
 Springfield College (MA)
 St. Ambrose University (IA)
 St. Andrews Presbyterian College (NC)
 St. Bonaventure University (NY)
 St. Edward's University (TX)
 St. John Fisher College (NY)
 St. John's University (NY)
 St. Mary's University (TX)
 St. Olaf College (MN)
 Stanford University (CA)
 Stetson University (FL)

Stevens Institute of Technology (NJ)	Wheaton College (MA)
Susquehanna University (PA)	Wheeling Jesuit University (WV)
Teachers College, Columbia University (NY)	Whittier College (CA)
Teikyo Post University (CT)	Widener University (PA)
Texas Christian University (TX)	William Jewell College (MO)
The Catholic University of America (DC)	William Penn College (IA)
The Defiance College, (OH)	William Woods University (MO)
The Sage Colleges (NY)	Williams Baptist College (AR)
Thomas College (ME)	Wilmington College (OH)
Thomas More College (KY)	Wisconsin Lutheran College (WI)
Trinity College of Vermont (VT)	Worcester Polytechnic Institute (MA)
Tulane University (LA)	Xavier University (OH)
Tusculum University (TN)	York College of Pennsylvania (PA)
Tuskegee University (AL)	
Union College (NE)	
Union Institute (OH)	
Union Theological Seminary and Presbyterian School of Christian Education (VA)	
United States International University (CA)	
University of Bridgeport (CT)	
University of Central Texas (TX)	
University of Charleston (WV)	
University of Detroit Mercy (MI)	
University of Dubuque (IA)	
University of Hartford (CT)	
University of La Verne (CA)	
University of Miami (FL)	
University of New England (ME)	
University of Portland (OR)	
University of Richmond (VA)	
University of Rio Grande (OH)	
University of Saint Thomas (MN)	
University of San Diego (CA)	
University of San Francisco (CA)	
University of Scranton (PA)	
University of Sioux Falls (SD)	
University of the Ozarks (AR)	
University of the Pacific (CA)	
University of the South (TN)	
University of Tulsa (OK)	
Upper Iowa University (IA)	
Ursuline College (OH)	
Valparaiso University (IN)	
Villanova University (PA)	
Viterbo College (WI)	
Walsh University (OH)	
Warren Wilson College (NC)	
Warburg College (IA)	
Washington and Jefferson College (PA)	
Washington College (MD)	
Webber College (FL)	
West Virginia Wesleyan College (WV)	
Western Baptist College (OR)	
Western Maryland College (MD)	
Western New England College (MA)	
Westminster College (PA)	

SALARY-TREND STUDY OF FACULTY IN
PHYSICAL THERAPY
FOR THE YEARS
1994-95 AND 1997-98

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1997-98: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Physical Therapy. The CIP defines the discipline/major field of Physical Therapy as,

An instructional program that prepares individuals, upon referral by a physician, to evaluate patients and plan and execute treatment programs to prevent or remediate physical dysfunction, relieve pain and prevent further disability. Includes instruction in patho- and therapeutic kinesiology, equipment design and maintenance, treatment regimes, and the evaluation of skeletal, neurological and cardiovascular disorders. Also includes instruction in patient counseling, personnel supervision and record-keeping.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 185--51.2308).]

This article summarizes the overall average salary increases in the discipline/major field of Physical Therapy for both public and private institutions from the "baseline year" of 1994-95 to and including the "trend year" of 1997-98. Of the 305 institutions which participated in CUPA's PUBLIC study of 1994-95, 262 also participated in 1997-98. Data from those same 262 institutions were used in both the baseline year and the trend year. Of the 514 institutions which participated in CUPA's PRIVATE study of 1994-95, 387 also participated in 1997-98. Data from those same 387

institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Physical Therapy for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1994-95 and 1997-98).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 33.1 for associate professors of Physical Therapy in the 1994-95 public study means that 33.1 percent of the faculty in that

discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1994-95, PUBLIC 1997-98, PRIVATE 1994-95 and PRIVATE 1997-98. For example, a SALARY FACTOR of 1.06 for associate professors in the discipline/major field of Physical Therapy in the 1994-95 public study means that their average salary is six percent above than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1994-95 or 1997-98). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/majorfields in each of the four studies. Among other things, it is used to compare the discipline/major field of Physical Therapy with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1994-95 and the "trend year" of 1997-98 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

			PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
SALARY	NUM	NIN	SALARY	NUM	NIN	SALARY	NUM	NIN	SALARY	NUM	NIN	SALARY	NUM	NIN	SALARY	NUM	NIN	SALARY	NUM	NIN
PUBLIC, 1994-95																				
DISCIPLINE: HEALTH SCIENCES																				
MAJOR FIELD: Physical Therapy																				
AVERAGE																				
SALARY	57789	26	14	49118	60	22	41301	69	25	40049	8	8	35610	26	15	45443	181	31		
FAC MIX																				
PCI	14.4%			33.1%			38.1%			4.4%			14.4%			100.0%				
SALARY																				
FACTOR	0.98			1.06			1.08			1.11			1.25			0.97				
ALL MAJOR FIELDS																				
AVERAGE																				
SALARY	58932	28035		46171	23794		38132	23157		36193	3487		28571	5559		47087	80545	262		
FAC MIX																				
PCI	34.8%			29.5%			28.8%			4.3%			6.9%			100.0%				
DISCIPLINE: HEALTH SCIENCES																				
MAJOR FIELD: Physical Therapy																				
PRIVATE, 1997-98																				
AVERAGE																				
SALARY	63884	35	21	54232	63	24	46161	89	29	49464	15	10	39423	12	8	51427	199	36		
FAC MIX																				
PCI	17.6%			31.7%			44.7%			7.5%			6.0%			100.0%				
SALARY																				
FACTOR	0.99			1.08			1.12			1.26			1.27			1.00				
ALL MAJOR FIELDS																				
AVERAGE																				
SALARY	64740	28214		50192	24517		41065	22819		39286	3964		31016	5361		51420	80911	262		
FAC MIX																				
PCI	34.9%			30.3%			28.2%			4.9%			6.6%			100.0%				
DISCIPLINE: HEALTH SCIENCES																				
MAJOR FIELD: Physical Therapy																				
PRIVATE, 1994-95																				
AVERAGE																				
SALARY	60994	6	6	55936	51	27	43845	93	29	47395	17	12	38556	27	15	47103	177	35		
FAC MIX																				
PCI	3.4%			28.8%			52.5%			9.6%			15.3%			100.0%				
SALARY																				
FACTOR	1.02			1.24			1.17			1.36			1.28			1.00				
ALL MAJOR FIELDS																				
AVERAGE																				
SALARY	59877	13579		45094	12852		37388	12597		34897	1749		30044	2016		46880	41044	387		
FAC MIX																				
PCI	33.1%			31.3%			30.7%			4.3%			4.9%			100.0%				
DISCIPLINE: HEALTH SCIENCES																				
MAJOR FIELD: Physical Therapy																				
PRIVATE, 1997-98																				
AVERAGE																				
SALARY	67065	20	16	56839	65	29	47620	143	44	48639	20	19	43095	35	23	50775	263	48		
FAC MIX																				
PCI	7.6%			24.7%			54.4%			7.6%			13.3%			100.0%				
SALARY																				
FACTOR	1.02			1.15			1.17			1.24			1.30			0.99				
ALL MAJOR FIELDS																				
AVERAGE																				
SALARY	65803	14238		49311	13414		40563	12704		39107	2009		33099	2045		51446	42401	387		
FAC MIX																				
PCI	33.6%			31.6%			30.0%			4.7%			4.8%			100.0%				

BEST COPY AVAILABLE

RESULTS OF THE TWO PUBLIC STUDIES: 1994-95 AND 1997-98

In the PUBLIC 1994-95 study in the above table, the discipline/major field of Physical Therapy was reported in 31 of the 262 public institutions. The average salary of the 181 faculty was \$45,443. This average salary was approximately 3.6 percent lower than the average salary of \$47,087 for all 80,545 faculty in ALL MAJOR FIELDS in the same 1994-95 public study.

For the PUBLIC 1997-98 salary study in the above table, Physical Therapy was reported in 36 of the same 262 public institutions. The average salary of the 199 faculty was \$51,427. This average salary was approximately .01 percent higher than the average salary of \$51,420 for all 80,911 faculty in ALL MAJOR FIELDS in the 1997-98 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Physical Therapy in the public institutions studied was 13.2 percent (\$51,427 minus \$45,443 equals \$5,984). The CPI of increase cost-of-living between October 1994 and October 1997 was 8.1 percent. In comparison, with the CPI, there was a relative increase in Physical Therapy average faculty salaries over the three-year period by 5.1 percent or an average of 1.7 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.2 percent (\$51,420 minus \$47,087 equals \$4,333). In comparison to the discipline/major field of Physical Therapy (13.2%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 4.0 percent less than the faculty in the discipline/major field of Physical Therapy.

In the 1994-95 study the faculty mix percentage in Physical Therapy is lower at the professor rank than at the assistant professor rank: 14.4 percent vs. 38.1 percent; in the 1997-98 study it is 17.6 percent vs. 44.7 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.8 percent vs 28.8 percent

(1994-95) and 34.9 percent vs 28.2 percent (1997-98).

Finally, the hiring rate of new assistant professors in Physical Therapy in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1994-95, 4.4 percent (8/181) vs 4.3 percent (3,487/80,545) and higher in 1997-98, 7.5 percent (15/199) vs. 4.9 percent (3,964/80,911).

RESULTS OF THE TWO PRIVATE STUDIES: 1994-95 AND 1997-98

The PRIVATE 1994-95 salary study in the above table indicates that the discipline/major field of Physical Therapy was reported in 35 of the 387 private institutions. The average salary of the 177 faculty was \$47,103, an average salary .5 percent higher than the average salary of \$46,880 for all 41,044 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

In the PRIVATE 1997-98 salary study in the above table, 48 of the same 387 private institutions reported Physical Therapy. The average salary of the 263 faculty was \$50,775, an average salary 1.3 percent lower than the average salary of \$51,446 for all 42,401 faculty in ALL MAJOR FIELDS in the 1997-98 private study.

The three-year increase in average salaries for all faculty in Physical Therapy in the private institutions studied was 7.8 percent (\$50,775 minus \$47,103 equals \$3,672). The CPI increased cost-of-living between October 1994 and October 1997 was 8.1 percent. A more realistic increase, therefore, in the average faculty salaries of Physical Therapy over the three-year time period, is .3 percent or .1 percent each year below the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.7 percent (\$51,446 minus \$46,880 equals \$4,566). In comparison to Physical Therapy (7.8%), the faculty in ALL MAJOR FIELDS increased their salaries 1.9 percent (9.7% minus 7.8% equals 1.9%) more than faculty in Physical Therapy.

For both studies in the discipline/major field of Physical Therapy, the faculty mix percentage

is lower at the professor rank in comparison to the assistant professor rank: 3.4 percent vs. 52.5 percent (1994-95); and 7.6 percent vs 54.4 percent, (1997-98). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.1 percent vs. 30.7 percent (1994-95) and 33.6 percent vs. 30.0 percent (1997-98).

Finally, the hiring rate for new assistant professors in Physical Therapy was higher than the hiring rate in ALL MAJOR FIELDS in the 1994-95 private study: 9.6 percent (17/177) vs. 4.3 percent (1,749/41,044) and higher in the 1997-98 private study: 7.6 percent (20/263) vs. 4.7 percent (2,009/42,401).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Physical Therapy and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1994-95 through the "trend year" of 1997-98. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 820 (.3%) faculty in the discipline/major field of Physical Therapy participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 244,901 participating faculty. The same 262 public institutions and the same 387 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Physical Therapy in 1994-95 were three percent below and exactly the same as the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all

ranks in Physical Therapy in 1997-98 were the same as and one percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1997 CPI reflects an 8.1 percent increase over the October 1994 CPI and indicates that the faculty in Physical Therapy in the public institutions received an average annual salary increase of 1.7 percent above the cost-of-living. In the private institutions the annual average salary increase was .1 percent below the cost-of-living.

Third, in both the 1994-95 and 1997-98 public and private studies in Physical Therapy, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Physical Therapy is still emerging in the academy.

Finally, the hiring rate of new assistant professors in Physical Therapy in the 1994-95 and 1997-98 public studies and the 1994-95 and the 1997-98 private studies was higher than the hiring rate of ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Physical Therapy has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and Education studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 9
- B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 10
- C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	GEOGRAPHY
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL	GEOLOGY
ANTHROPOLOGY	HISTORY, GENERAL
ARCHITECTURE AND RELATED PROGRAMS	HOME ECONOMICS
AREA, ETHNIC, AND CULTURAL STUDIES	LIBRARY SCIENCE
ART, GENERAL	MARKETING MANAGEMENT AND RESEARCH
BIOLOGICAL SCIENCES/LIFE SCIENCES	MATHEMATICS
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL	MULTI/INTERDISCIPLINARY STUDIES
BUSINESS MANAGEMENT AND MANAGEMENT, GENERAL	MUSIC, GENERAL
BUSINESS MANAGERIAL ECONOMICS	NURSING (R. N. TRAINING)
CHEMISTRY, GENERAL	OCCUPATIONAL THERAPY
COMMUNICATIONS	PARKS, RECREATION, LEISURE, & FITNESS STUDIES
COMPUTER AND INFORMATION SCIENCES	PHILOSOPHY AND RELIGION
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES	PHYSICAL SCIENCES
CURRICULUM AND INSTRUCTION	PHYSICAL THERAPY
DRAMA/THEATER ARTS, GENERAL	PHYSICS, GENERAL
ECONOMICS, GENERAL	POLITICAL SCIENCE, GENERAL
EDUCATION	PROTECTIVE SERVICES
EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL	PSYCHOLOGY
EDUCATION/INSTRUCTIONAL MEDIA TECH/TECHNICIAN	PUBLIC HEALTH, GENERAL
ENGINEERING	READING TEACHER EDUCATION
ENGINEERING-RELATED TECHNOLOGIES	SOCIAL SCIENCES, GENERAL
ENGLISH LANGUAGE AND LITERATURE/LITERS	SOCIAL WORK
ENTERPRISE MANAGEMENT AND OPERATION, GENERAL	SOCIOLOGY
FOREIGN LANGUAGES AND LITERATURES	SPECIAL EDUCATION, GENERAL
	SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
	TEACHER EDUCATION
	VISUAL AND PERFORMING ARTS
	TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Alabama State University (AL)	Frostburg State University (MD)
Alcorn State University (MS)	George Mason University (VA)
Angelo State University (TX)	Georgia College & State University (GA)
Appalachian State University (NC)	Georgia Southern University (GA)
Arizona State University West (AZ)	Georgia State University (GA)
Arkansas State University (AR)	Glenville State College (WV)
Arkansas Tech University (AR)	Grand Valley State University (MI)
Auburn University at Montgomery (AL)	Harris-Stowe State College (MO)
Augusta State University (GA)	Henderson State University (AR)
Austin Peay State University (TN)	Idaho State University (ID)
Ball State University (IN)	Illinois State University (IL)
Benjamin Franklin State University (PA)	Indiana State University (IN)
Black Hills State University (SD)	Indiana University at South Bend (IN)
Bloomsburg University of Pennsylvania (PA)	Indiana University East (IN)
Bluefield State College (WV)	Indiana University Kokomo (IN)
Bowie State University (MD)	Indiana University Northwest (IN)
Bridgewater State College (MA)	Indiana University-Purdue University Fort Wayne (IN)
California State University-Bakersfield (CA)	Indiana University-Purdue University Indianapolis (IN)
California State University-Fresno (CA)	Indiana University Southeast (IN)
California State University-Fullerton (CA)	Jacksonville State University (AL)
California State University-Northridge (CA)	James Madison University (VA)
California State University-San Marcos (CA)	Jersey City State College (NJ)
Central Michigan University (MI)	Keene State College (NH)
Central Missouri State University (MO)	Kennesaw State University (GA)
Chadron State College (NE)	Kent State University Main Campus (OH)
Christopher Newport University (VA)	Kentucky State University (KY)
Citadel, Military College of South Carolina, The (SC)	Lake Superior State University (MI)
Clarion University of Pennsylvania (PA)	Lamar University-Beaumont (TX)
Clemson University (SC)	Lander University (SC)
Cleveland State University (OH)	Langston University (OK)
Coastal Carolina University (SC)	Lewis-Clark State College (ID)
College of Charleston (SC)	Lincoln University (PA)
College of New Jersey, The (NJ)	Lock Haven University of Pennsylvania (PA)
Coppin State College (MD)	Longwood College (VA)
Dakota State University (SD)	Louisiana State University and Agricultural and Mechanical College (LA)
Delta State University (MS)	Louisiana State University in Shreveport (LA)
East Carolina University (NC)	Louisiana Tech University (LA)
East Central University (OK)	Marshall University (WV)
East Stroudsburg University of Pennsylvania (PA)	Massachusetts College of Liberal Arts (MA)
Eastern Connecticut University (CT)	Mayville State University (ND)
Eastern Illinois University (IL)	McNeese State University (LA)
Eastern New Mexico University Main Campus (NM)	Mesa State College (CO)
Edinboro University of Pennsylvania (PA)	Metropolitan State College of Denver (CO)
Emporia State University (KS)	Metropolitan State University (MN)
Ferris State University (MI)	Miami University (OH)
Fitchburg State College (MA)	Michigan Technological University (MI)
Fort Hays State University (KS)	Middle Tennessee State University (TN)
Fort Lewis College (CO)	
Francis Marion University (SC)	

Midwestern State University (TX)
 Millersville University of Pennsylvania (PA)
 Minot State University (ND)
 Mississippi State University (MS)
 Mississippi University for Women (MS)
 Missouri Southern State College (MO)
 Missouri Western State College (MO)
 Montana State University-Billings (MT)
 Montclair State University (NJ)
 Moorhead State University (MN)
 Morehead State University (KY)
 Morgan State University (MD)
 Murray State University (KY)
 New Jersey Institute of Technology (NJ)
 New Mexico State University Main Campus (NM)
 Nicholls State University (LA)
 North Carolina Central (NC)
 North Dakota State University Main Campus (ND)
 Northeast Louisiana University (LA)
 Northeastern Illinois University (IL)
 Northeastern State University (OK)
 Northern Arizona University (AZ)
 Northern Kentucky University (KY)
 Northern Michigan University (MI)
 Northwest Missouri State University (MO)
 Northwestern State University (LA)
 Oakland University (MI)
 Ohio State University Main Campus, The (OH)
 Old Dominion University (VA)
 Peru State College (NE)
 Pittsburg State University (KS)
 Plymouth State College (NH)
 Portland State University (OR)
 Purdue University Calumet (IN)
 Radford University (VA)
 Ramapo College of New Jersey (NJ)
 Rhode Island College (RI)
 Richard Stockton College of New Jersey, The (NJ)
 Rowan University (NJ)
 Rutgers, the State University of New Jersey (NJ)
 Saginaw Valley State University (MI)
 Saint Mary's College of Maryland (MD)
 Salem State College (MA)
 Salisbury State University (MD)
 Sam Houston State University (TX)
 San Francisco State University (CA)
 Shawnee State University (OH)
 Shippensburg University of Pennsylvania (PA)
 South Carolina State University (SC)
 South Dakota School of Mines and Technology (SD)
 South Dakota State University (SD)
 Southeast Missouri State University (MO)
 Southeastern Louisiana University (LA)
 Southeastern Oklahoma State University (OK)
 Southern Arkansas University (AR)
 Southern Connecticut State University (CT)
 Southern Illinois University at Carbondale (IL)
 Southern Illinois University at Edwardsville (IL)
 Southern Polytechnic State University (GA)
 Southern University and Agricultural and Mechanical College (LA)
 Southern Utah University (UT)
 Southwest Missouri State University (MO)
 Southwest State University (MN)
 Southwest Texas State University (TX)
 Southwestern Oklahoma State University (OK)
 State University of New York at Binghamton (NY)
 State University of New York at Stony Brook (NY)
 State University of New York College at Brockport (NY)
 State University of New York College at Cortland (NY)
 State University of New York College at Fredonia (NY)
 State University of New York College at Geneseo (NY)
 State University of New York College at Plattsburgh (NY)
 State University of New York Institute of Technology at Utica-Rome (NY)
 State University of West Georgia (GA)
 Tarleton State University (TX)
 Temple University (PA)
 Tennessee Technological University (TN)
 Texas A & M International University (TX)
 Texas A & M University-Commerce (TX)
 Texas A & M University-Corpus Christi (TX)
 Texas Southern University (TX)
 Texas Tech University (TX)
 Texas Woman's University (TX)
 Towson University (MD)
 Troy State University (AL)
 Truman State University (MO)
 University of Akron Main Campus, The (OH)
 University of Alabama in Huntsville (AL)
 University of Arkansas at Little Rock (AR)
 University of Central Arkansas (AR)
 University of Central Oklahoma (OK)
 University of Colorado at Denver (CO)
 University of Delaware (DE)
 University of Houston-Clear Lake (TX)
 University of Houston-Downtown (TX)
 University of Maine (ME)
 University of Maine at Farmington (ME)
 University of Maine at Fort Kent (ME)
 University of Maine at Presque Isle (ME)
 University of Massachusetts Amherst (MA)
 University of Massachusetts Boston (MA)
 University of Massachusetts Dartmouth (MA)
 University of Memphis, The (TN)
 University of Michigan-Dearborn (MI)
 University of Minnesota-Duluth (MN)

University of Minnesota-Morris (MN)
 University of Missouri-Kansas City (MO)
 University of Missouri-Saint Louis (MO)
 University of Montevallo (AL)
 University of Nebraska at Kearney (NE)
 University of Nebraska at Omaha (NE)
 University of Nevada-Las Vegas (NV)
 University of North Carolina at Asheville (NC)
 University of North Carolina at Charlotte (NC)
 University of North Carolina at Greensboro (NC)
 University of North Carolina at Pembroke (NC)
 University of North Carolina at Wilmington (NC)
 University of North Texas (TX)
 University of Northern Colorado (CO)
 University of Puerto Rico Humacao University
 College (PR)
 University of South Alabama (AL)
 University of South Carolina-Aiken (SC)
 University of South Carolina Spartanburg (SC)
 University of Southern Colorado (CO)
 University of Southern Indiana (IN)
 University of Southern Mississippi (MS)
 University of Southwestern Louisiana (LA)
 University of Tennessee at Chattanooga (TN)
 University of Tennessee at Martin (TN)
 University of Tennessee, Memphis (TN)
 University of Texas at Arlington (TX)
 University of Texas at Dallas (TX)
 University of Texas at El Paso (TX)
 University of Texas at San Antonio (TX)
 University of the Virgin Islands, St. Thomas (VI)
 University of Toledo (OH)
 University of West Florida (FL)
 University of Wisconsin-Eau Claire (WI)
 University of Wisconsin-Green Bay (WI)
 University of Wisconsin-La Crosse (WI)
 University of Wisconsin-Oshkosh (WI)
 University of Wisconsin-Platteville (WI)
 University of Wisconsin-Stevens Point (WI)
 University of Wisconsin-Stout (WI)
 University of Wisconsin-Superior (WI)
 University of Wisconsin-Whitewater (WI)
 Valdosta State University (GA)
 Valley City State University (ND)
 Virginia State University (VA)
 Washburn University of Topeka (KS)
 Washington State University (WA)
 Wayne State College (NE)
 Weber State University (UT)
 West Texas A & M University (TX)
 West Virginia University Institute of Technology
 (WV)
 Western Carolina University (NC)
 Western Illinois University (IL)
 Western Kentucky University (KY)
 Western Michigan University (MI)

Western Montana College of the University of
 Montanan (MT)
 Western Oregon University (OR)
 Wichita State University (KS)
 William Paterson University of New Jersey (NJ)
 Winston-Salem State University (NC)
 Winthrop University (SC)
 Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Briar Cliff College (IA)
Agnes Scott College (GA)	Brown University (RI)
Albertson College of Idaho (ID)	Bryan College (TN)
Albertus Magnus College (CT)	Bryant College (RI)
Albright College (PA)	Bryn Mawr College (PA)
Alderson-Broaddus College (WV)	Buena Vista University (IA)
Alfred University (NY)	Butler University (IN)
Allegheny College (PA)	Cabrini College (PA)
Allentown College of St. Francis De Sales (PA)	Caldwell College (NJ)
Alma College (MI)	Calvin College (MI)
Alvernia College (PA)	Canisius College (NY)
Alverno College (WI)	Capitol College (MD)
Amherst College (MA)	Cardinal Stiech College (WI)
Anderson University (IN)	Carlow College (PA)
Antioch University (OH)	Case Western Reserve University (OH)
Aquinas College (MI)	Catawba College (NC)
Asbury College (KY)	Cazenovia College (NY)
Ashland University (OH)	Cedarville College (OH)
Aurora University (IL)	Central Baptist College (AR)
Avila College (MO)	Central Methodist College (MO)
Azusa Pacific University (CA)	Chapman University (CA)
Babson College (MA)	Charleston Southern University (SC)
Baker College of Flint (MI)	Christian Brothers University (TN)
Baker College of Muskegon (MI)	Christian Heritage College (CA)
Baker University (KS)	Claremont McKenna College (CA)
Baldwin-Wallace College (OH)	Clarke College (IA)
Barat College (IL)	Clarkson College (NE)
Barnard College (NY)	Clarkson University (NY)
Barry University (FL)	Colby-Sawyer College (NH)
Bastyr University (WA)	College Misericordia (PA)
Beaver College (PA)	College of Notre Dame of Maryland (MD)
Bellarmino College (KY)	College of Our Lady of the Elms (MA)
Bellevue University (NE)	College of Saint Catherine (MN)
Belmont Abbey College (NC)	College of Saint Elizabeth (NJ)
Belmont University (TN)	College of Saint Mary (NE)
Benedict College (SC)	College of Saint Rose (NY)
Benedictine University (IL)	College of Saint Scholastica (MN)
Bennett College (NC)	College of the Southwest (NM)
Bentley College (MA)	Colorado Christian University (CO)
Bethany College (KS)	Columbia College (MO)
Bethel College (IN)	Columbia College (SC)
Bethel College (KS)	Columbia International University (SC)
Bethel College (MN)	Concordia College Moorhead (MN)
Birmingham-Southern College (AL)	Concordia College (NE)
Blackburn College (IL)	Concordia College (NY)
Bluefield College (VA)	Concordia University (CA)
Bradford College (MA)	Concordia University (MN)
Bradley University (IL)	Cooper Union for the Advancement of Science and Art (The) (NY)
Brandeis University (MA)	
Brenau University (GA)	

Cornerstone College and Grand Rapids Baptist
 Seminary (MI)
 Covenant College (GA)
 Creighton University (NE)
 Culver-Stockton College (MO)
 D'Youville College (NY)
 Dakota Wesleyan University (SD)
 Davidson College (NC)
 Davis & Elkins College (WV)
 DePaul University (IL)
 Dickinson College (PA)
 Doane College (NE)
 Dominican College of Blauvelt (NY)
 Dominican College of San Rafael (CA)
 Dordt College (IA)
 Drake University (IA)
 Drury College (MO)
 Duquesne University (PA)
 East Texas Baptist University (TX)
 Eastern Mennonite University (VA)
 Eckerd College (FL)
 Edgewood College (WI)
 Elizabethtown College (PA)
 Elmhurst College (IL)
 Elmira College (NY)
 Emerson College (MA)
 Emmanuel College (MA)
 Emory University (GA)
 Eureka College (IL)
 Fairfield University (CT)
 Ferrum College (VA)
 Florida Institute of Technology (FL)
 Franciscan University of Steubenville (OH)
 Franklin College of Indiana (IN)
 Freed-Hardeman University (TN)
 Friends University (KS)
 Gannon University (PA)
 Gardner-Webb University (NC)
 George Washington University (DC)
 Georgetown College (KY)
 Georgian Court College (NJ)
 Golden Gate University (CA)
 Gonzaga University (WA)
 Gordon College (MA)
 Goshen College (IN)
 Grand View College (IA)
 Grinnell College (IA)
 Guilford College (NC)
 Hampton-Sydney College (VA)
 Hannibal-LaGrange College (MO)
 Hartwick College (NY)
 Hastings College (NE)
 Hilbert College (NY)
 Hiram College (OH)
 Hofstra University (NY)
 Holy Family College (PA)

Holy Names College (CA)
 Hope College (MI)
 Houghton College (NY)
 Howard University (DC)
 Husson College (ME)
 Immaculata College (PA)
 Inter American University of Puerto Rico Bayamon
 Campus (PR)
 Iona College (NY)
 Ithaca College (NY)
 Jacksonville University (FL)
 John Brown University (AR)
 John Carroll University (OH)
 John Hopkins University (MD)
 Judson College (AL)
 Juniata College (PA)
 Kalamazoo College (MI)
 Kentucky Wesleyan College (KY)
 Kenyon College (OH)
 King's College (PA)
 La Roche College (PA)
 La Salle University (PA)
 LaSierra University (CA)
 Lafayette College (PA)
 LaGrange College (GA)
 Le Moyne College (NY)
 Lebanon Valley College (PA)
 Lees-McRae College (NC)
 Lenoir-Rhyne College (NC)
 Letourneau University (TX)
 Limestone College (SC)
 Lincoln Memorial University (TN)
 Lindsay Wilson College (KY)
 Loras College (IA)
 Louisiana College (LA)
 Loyola Marymount University (CA)
 Loyola University New Orleans (LA)
 Lycoming College (PA)
 Lynchburg College (VA)
 Lyon College (AR)
 Madonna University (MI)
 Malone College (OH)
 Manhattan Christian College (KS)
 Marian College (IN)
 Marian College of Fond du Lac (WI)
 Marietta College (OH)
 Marist College (NY)
 Mars Hill College (NC)
 Mary Baldwin College (VA)
 Marymount College (NY)
 Marymount University (VA)
 Maryville University of St Louis (MO)
 Marywood College (PA)
 Massachusetts Institute of Technology (MA)
 McMurray University (TX)

McPherson College (KS)
 Medaille College (NY)
 Mercer University (GA)
 Mercy College (NY)
 Meredith College (NC)
 Merrimack College (MA)
 Messiah College (PA)
 Midland Lutheran College (NE)
 Midway College (KY)
 Milligan College (TN)
 Millikin University (IL)
 Molloy College (NY)
 Monmouth University (NJ)
 Morningside College (IA)
 Morris Brown College (GA)
 Mount Olive College (NC)
 Mulhenberg College (PA)
 Muskingum College (OH)
 National University (CA)
 Neumann College (PA)
 New Hampshire College (NH)
 Niagara University (NY)
 North Carolina Wesleyan College (NC)
 North Central College (IL)
 Northeastern University (MA)
 Northland College (WI)
 Northwest College (WA)
 Northwestern College (IA)
 Northwestern College (MN)
 Norwich University (VT)
 Notre Dame College (NH)
 Notre Dame College (OH)
 Nova Southeastern University (FL)
 Occidental College (CA)
 Oglethorpe University (GA)
 Ohio Northern University (OH)
 Oklahoma Baptist University (OK)
 Our Lady of the Lake University (TX)
 Pace University New York Campus (NY)
 Pacific Lutheran University (WA)
 Pacific Oaks College (CA)
 Palm Beach Atlantic College (FL)
 Pepperdine University (CA)
 Pfeiffer University (NC)
 Piedmont College (GA)
 Pikeville College (KY)
 Pine Manor College (MA)
 Pittsburgh Theological Seminary (PA)
 Point Park College (PA)
 Presbyterian College (SC)
 Providence College (RI)
 Quincy University (IL)
 Randolph-Macon College (VA)
 Reed College (OR)
 Reformed Bible College (MI)
 Regis College (MA)
 Rensselaer Polytechnic Institute (NY)
 Rhodes College (TN)
 Rider University (NJ)
 Ripon College (WI)
 Rivier College (NH)
 Roanoke College (VA)
 Robert Morris College (PA)
 Rockford College (IL)
 Rockhurst College (MO)
 Rollins College (FL)
 Roosevelt University (IL)
 Rose-Hulman Institute of Technology (IN)
 Sacred Heart University (CT)
 Saint Francis College (IN)
 Saint Francis College (PA)
 Saint John's University (MN)
 Saint Joseph's University (PA)
 Saint Mary's College (IN)
 Saint Mary's College of California (CA)
 Saint Mary's University of Minnesota (MN)
 Saint Peter's College (NJ)
 Saint Vincent College (PA)
 Saint Xavier University (IL)
 Salem College (NC)
 Salem-Teikyo University (WV)
 Salve Regina University (RI)
 Samuel Merritt College (CA)
 San Jose Christian College (CA)
 Santa Clara University (CA)
 Scripps College (CA)
 Seattle Pacific University (WA)
 Seattle University (WA)
 Seton Hill College (PA)
 Shorter College (GA)
 Siena College (NY)
 Siena Heights College (MI)
 Sierra Nevada College (NV)
 Simpson College (CA)
 Simpson College (IA)
 Southern Adventist University (TN)
 Southern California College (CA)
 Southern Vermont College (VT)
 Southwestern College (AZ)
 Spalding University (KY)
 Spring Arbor College (MI)
 Springfield College (MA)
 St. Ambrose University (IA)
 St. Andrews Presbyterian College (NC)
 St. Bonaventure University (NY)
 St. Edward's University (TX)
 St. John Fisher College (NY)
 St. John's University (NY)
 St. Mary's University (TX)
 St. Olaf College (MN)
 Stanford University (CA)
 Stetson University (FL)

Stevens Institute of Technology (NJ)
 Susquehanna University (PA)
 Teachers College, Columbia University (NY)
 Teikyo Post University (CT)
 Texas Christian University (TX)
 The Catholic University of America (DC)
 The Defiance College, (OH)
 The Sage Colleges (NY)
 Thomas College (ME)
 Thomas More College (KY)
 Trinity College of Vermont (VT)
 Tulane University (LA)
 Tusculum University (TN)
 Tuskegee University (AL)
 Union College (NE)
 Union Institute (OH)
 Union Theological Seminary and Presbyterian
 School of Christian Education (VA)
 United States International University (CA)
 University of Bridgeport (CT)
 University of Central Texas (TX)
 University of Charleston (WV)
 University of Detroit Mercy (MI)
 University of Dubuque (IA)
 University of Hartford (CT)
 University of La Verne (CA)
 University of Miami (FL)
 University of New England (ME)
 University of Portland (OR)
 University of Richmond (VA)
 University of Rio Grande (OH)
 University of Saint Thomas (MN)
 University of San Diego (CA)
 University of San Francisco (CA)
 University of Scranton (PA)
 University of Sioux Falls (SD)
 University of the Ozarks (AR)
 University of the Pacific (CA)
 University of the South (TN)
 University of Tulsa (OK)
 Upper Iowa University (IA)
 Ursuline College (OH)
 Valparaiso University (IN)
 Villanova University (PA)
 Viterbo College (WI)
 Walsh University (OH)
 Warren Wilson College (NC)
 Wartburg College (IA)
 Washington and Jefferson College (PA)
 Washington College (MD)
 Webber College (FL)
 West Virginia Wesleyan College (WV)
 Western Baptist College (OR)
 Western Maryland College (MD)
 Western New England College (MA)
 Westminster College (PA)

Wheaton College (MA)
 Wheeling Jesuit University (WV)
 Whittier College (CA)
 Widener University (PA)
 William Jewell College (MO)
 William Penn College (IA)
 William Woods University (MO)
 Williams Baptist College (AR)
 Wilmington College (OH)
 Wisconsin Lutheran College (WI)
 Worcester Polytechnic Institute (MA)
 Xavier University (OH)
 York College of Pennsylvania (PA)

SALARY-TREND STUDY OF FACULTY IN
PHYSICS, GENERAL
FOR THE YEARS
1994-95 AND 1997-98

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1997-98: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Physics, General. The CIP defines the discipline/major field of Physics, General as,

An instructional program that generally describes the scientific study of matter and energy, and the formulation and testing of the laws governing the behavior of the matter-energy continuum. Includes instruction in classical and modern Physics, General, electricity and magnetism thermo-dynamics, mechanics, wave properties, nuclear processes, relativity and quantum theory, quantitative methods, and laboratory methods.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 133--40.0801).]

This article summarizes the overall average salary increases in the discipline/major field of Physics, General for both public and private institutions from the "baseline year" of 1994-95 to and including the "trend year" of 1997-98. Of the 305 institutions which participated in CUPA's PUBLIC study of 1994-95, 262 also participated in 1997-98. Data from those same 262 institutions were used in both the baseline year and the trend year. Of the 514 institutions which participated in CUPA's PRIVATE study of 1994-95, 387 also participated in 1997-98. Data from those same 387

institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Physics, General for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1994-95 and 1997-98).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 27.6 for associate professors of Physics, General in the 1994-95 public study means that 27.6 percent of the faculty in that

discipline/ major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1994-95, PUBLIC 1997-98, PRIVATE 1994-95 and PRIVATE 1997-98. For example, a SALARY FACTOR of 1.02 for associate professors in the discipline/major field of Physics, General in the 1994-95 public study means that their average salary is two percent higher than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1994-95 or 1997-98). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Physics, General with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1994-95 and the "trend year" of 1997-98 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

			PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
			SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN
PUBLIC, 1994-95																				
DISCIPLINE: PHYSICAL SCIENCES																				
MAJOR FIELD: Physics, General																				
AVERAGE																				
SALARY			62502	828	177	47045	461	155	38773	351	150	36005	65	47	26271	29	23	52613	1669	203
FAC MIX																				
PCT			49.6%			27.6%			21.0%			3.9%			1.7%			100.0%		
SALARY																				
FAC TOR			1.06			1.02			1.02			0.99			0.92			1.12		
ALL MAJOR FIELDS																				
AVERAGE																				
SALARY			58932	28035		46171	23794		38132	23157		36193	3487		28571	5559		47087	80545	262
FAC MIX																				
PCT			34.8%			29.5%			28.8%			4.3%			6.9%			100.0%		
DISCIPLINE: PHYSICAL SCIENCES																				
MAJOR FIELD: Physics, General																				
PUBLIC, 1997-98																				
AVERAGE																				
SALARY			68738	837	190	51002	474	160	41814	378	160	39797	66	50	31743	47	26	57031	1736	214
FAC MIX																				
PCT			48.2%			27.3%			21.8%			3.8%			2.7%			100.0%		
SALARY																				
FAC TOR			1.06			1.02			1.02			1.01			1.02			1.11		
ALL MAJOR FIELDS																				
AVERAGE																				
SALARY			64740	28214		50192	24517		41065	22819		39286	3964		31016	5361		51420	80911	262
FAC MIX																				
PCT			34.9%			30.3%			28.2%			4.9%			6.6%			100.0%		
DISCIPLINE: PHYSICAL SCIENCES																				
MAJOR FIELD: Physics, General																				
PRIVATE, 1994-95																				
AVERAGE																				
SALARY			65249	512	161	47314	250	134	39408	211	125	33847	25	24	28662	11	10	54742	984	229
FAC MIX																				
PCT			52.0%			25.4%			21.4%			2.5%			1.1%			100.0%		
SALARY																				
FAC TOR			1.09			1.05			1.05			0.97			0.95			1.17		
ALL MAJOR FIELDS																				
AVERAGE																				
SALARY			59877	13579		45094	12852		37388	12597		34897	1749		30044	2016		46880	41044	387
FAC MIX																				
PCT			33.1%			31.3%			30.7%			4.3%			4.9%			100.0%		
DISCIPLINE: PHYSICAL SCIENCES																				
MAJOR FIELD: Physics, General																				
PRIVATE, 1997-98																				
AVERAGE																				
SALARY			71521	501	155	51147	248	133	41166	218	136	39649	38	33	31650	14	13	59056	981	238
FAC MIX																				
PCT			51.1%			25.3%			22.2%			3.9%			1.4%			100.0%		
SALARY																				
FAC TOR			1.09			1.04			1.01			1.01			0.96			1.15		
ALL MAJOR FIELDS																				
AVERAGE																				
SALARY			65803	14238		49311	13414		40563	12704		39107	2009		33099	2045		51446	42401	387
FAC MIX																				
PCT			33.6%			31.6%			30.0%			4.7%			4.8%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES: 1994-95 AND 1997-98

In the PUBLIC 1994-95 study in the above table, the discipline/major field of Physics, General was reported in 203 of the 262 public institutions. The average salary of the 1,669 faculty was \$52,613. This average salary was approximately 11.7 percent higher than the average salary of \$47,087 for all 80,545 faculty in ALL MAJOR FIELDS in the same 1994-95 public study.

For the PUBLIC 1997-98 salary study in the above table, Physics, General was reported in 214 of the same 262 public institutions. The average salary of the 1,736 faculty was \$57,031. This average salary was approximately 11.0 percent higher than the average salary of \$51,420 for all 80,911 faculty in ALL MAJOR FIELDS in the 1997-98 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Physics, General in the public institutions studied was 8.4 percent (\$57,031 minus \$52,613 equals \$4,418). The CPI of increase cost-of-living between October 1994 and October 1997 was 8.1 percent. In comparison, with the CPI, there was a relative increase in Physics, General average faculty salaries over the three-year period by .3 percent or an average of .1 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.2 percent (\$51,420 minus \$47,087 equals \$4,333). In comparison to the discipline/major field of Physics, General (8.4%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .8 percent more than the faculty in the discipline/major field of Physics, General.

In the 1994-95 study the faculty mix percentage in Physics, General is higher at the professor rank than at the assistant professor rank: 49.6 percent vs. 21.0 percent; and higher in the 1997-98 study; 48.2 percent vs 21.8 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.8 percent

vs 28.8 percent (1994-95) and 34.9 percent vs 28.2 percent (1997-98).

Finally, the hiring rate of new assistant professors in Physics, General in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1994-95, 3.9 percent (65/1,669) vs 4.3 percent (3,487/80,545) and lower in 1997-98, 3.8 percent (66/1,736) vs. 4.9 percent (3,964/80,911).

RESULTS OF THE TWO PRIVATE STUDIES: 1994-95 AND 1997-98

The PRIVATE 1994-95 salary study in the above table indicates that the discipline/major field of Physics, General was reported in 229 of the 387 private institutions. The average salary of the 984 faculty was \$54,742, an average salary 16.8 percent higher than the average salary of \$46,880 for all 41,044 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

In the PRIVATE 1997-98 salary study in the above table, 238 of the same 387 private institutions reported Physics, General. The average salary of the 981 faculty was \$59,056, an average salary 14.8 percent higher than the average salary of \$51,446 for all 42,401 faculty in ALL MAJOR FIELDS in the 1997-98 private study.

The three-year increase in average salaries for all faculty in Physics, General in the private institutions studied was 7.9 percent (\$59,056 minus \$54,742 equals \$4,314). The CPI increased cost-of-living between October 1994 and October 1997 was 8.1 percent. A more realistic increase, therefore, in the average faculty salaries of Physics, General over the three-year time period, is .2 percent or .07 percent each year below the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.7 percent (\$51,446 minus \$46,880 equals \$4,566). In comparison to Physics, General (7.9%), the faculty in ALL MAJOR FIELDS increased their salaries 1.8 percent (9.7% minus 7.9% equals 1.8%) more than faculty in Physics, General.

For both studies in the discipline/major field of Physics, General, the faculty mix percentage

is higher at the professor rank in comparison to the assistant professor rank: 52.0 percent vs. 21.4 percent (1994-95); and 51.1 percent vs 22.2 percent (1997-98). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.1 percent vs. 30.7 percent (1994-95) and 33.6 percent vs. 30.0 percent (1997-98).

Finally, the hiring rate for new assistant professors in Physics, General was lower than the hiring rate in ALL MAJOR FIELDS in the 1994-95 private study: 2.5 percent (25/984) vs. 4.3 percent (1,749/41,044) and lower in the 1997-98 private study: 3.9 percent (38/981) vs. 4.7 percent (2,009/42,401).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Physics, General and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1994-95 through the "trend year" of 1997-98. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 5,370 (2.2%) faculty in the discipline/major field of Physics, General participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 244,901 participating faculty. The same 262 public institutions and the same 387 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Physics, General in 1994-95 were 12 percent and 17 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00). In both the public and private studies the average faculty salary factors for all ranks in Physics, General

in 1997-98 were 11 percent below and 15 percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1997 CPI reflects an 8.1 percent increase over the October 1994 CPI and indicates that the faculty in Physics, General in the public institutions received an average annual salary increase of .1 percent above the cost-of-living. In the private institutions the annual average salary increase was .07 percent below the cost-of-living.

Third, in both the 1994-95 and 1997-98 public and private studies in Physics, General, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Physics, General is well established in the academy.

Finally, the hiring rate of new assistant professors in Physics, General in the 1994-95 and 1997-98 public studies and in the 1994-95 and 1997-98 private studies was lower than the hiring rate of ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Physics, General has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and Education studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 9
- B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 10
- C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	GEOGRAPHY
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL	GEOLOGY
ANTHROPOLOGY	HISTORY, GENERAL
ARCHITECTURE AND RELATED PROGRAMS	HOME ECONOMICS
AREA, ETHNIC, AND CULTURAL STUDIES	LIBRARY SCIENCE
ART, GENERAL	MARKETING MANAGEMENT AND RESEARCH
BIOLOGICAL SCIENCES/LIFE SCIENCES	MATHEMATICS
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL	MULTI/INTERDISCIPLINARY STUDIES
BUSINESS MANAGEMENT AND MANAGEMENT, GENERAL	MUSIC, GENERAL
BUSINESS MANAGERIAL ECONOMICS	NURSING (R. N. TRAINING)
CHEMISTRY, GENERAL	OCCUPATIONAL THERAPY
COMMUNICATIONS	PARKS, RECREATION, LEISURE, & FITNESS STUDIES
COMPUTER AND INFORMATION SCIENCES	PHILOSOPHY AND RELIGION
COUNSELOR/EDUCATION STUDENT COUNSELING AND GUIDANCE SERVICES	PHYSICAL SCIENCES
CURRICULUM AND INSTRUCTION	PHYSICAL THERAPY
DRAMA/THEATER ARTS, GENERAL	PHYSICS, GENERAL
ECONOMICS, GENERAL	POLITICAL SCIENCE, GENERAL
EDUCATION	PROTECTIVE SERVICES
EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL	PSYCHOLOGY
EDUCATION/INSTRUCTIONAL MEDIA TECH/TECHNICIAN	PUBLIC HEALTH, GENERAL
ENGINEERING	READING TEACHER EDUCATION
ENGINEERING-RELATED TECHNOLOGIES	SOCIAL SCIENCES, GENERAL
ENGLISH LANGUAGE AND LITERATURE/LETTERS	SOCIAL WORK
ENTERPRISE MANAGEMENT AND OPERATION, GENERAL	SOCIOLOGY
FOREIGN LANGUAGES AND LITERATURES	SPECIAL EDUCATION, GENERAL
	SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
	TEACHER EDUCATION
	VISUAL AND PERFORMING ARTS
	TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Alabama State University (AL)	Frostburg State University (MD)
Alcorn State University (MS)	George Mason University (VA)
Angelo State University (TX)	Georgia College & State University (GA)
Appalachian State University (NC)	Georgia Southern University (GA)
Arizona State University West (AZ)	Georgia State University (GA)
Arkansas State University (AR)	Glennville State College (WV)
Arkansas Tech University (AR)	Grand Valley State University (MI)
Auburn University at Montgomery (AL)	Harris-Stowe State College (MO)
Augusta State University (GA)	Henderson State University (AR)
Austin Peay State University (TN)	Idaho State University (ID)
Ball State University (IN)	Illinois State University (IL)
Bemidji State University (MN)	Indiana State University (IN)
Black Hills State University (SD)	Indiana University at South Bend (IN)
Bloomsburg University of Pennsylvania (PA)	Indiana University East (IN)
Bluefield State College (WV)	Indiana University Kokomo (IN)
Bowie State University (MD)	Indiana University Northwest (IN)
Bridgewater State College (MA)	Indiana University-Purdue University Fort Wayne (IN)
California State University-Bakersfield (CA)	Indiana University-Purdue University Indianapolis (IN)
California State University-Fresno (CA)	Indiana University Southeast (IN)
California State University-Fullerton (CA)	Jacksonville State University (AL)
California State University-Northridge (CA)	James Madison University (VA)
California State University-San Marcos (CA)	Jersey City State College (NJ)
Central Michigan University (MI)	Keene State College (NH)
Central Missouri State University (MO)	Kennesaw State University (GA)
Chadron State College (NE)	Kent State University Main Campus (OH)
Christopher Newport University (VA)	Kentucky State University (KY)
Citadel, Military College of South Carolina, The (SC)	Lake Superior State University (MI)
Clarion University of Pennsylvania (PA)	Lamar University-Beaumont (TX)
Clemson University (SC)	Lander University (SC)
Cleveland State University (OH)	Langston University (OK)
Coastal Carolina University (SC)	Lewis-Clark State College (ID)
College of Charleston (SC)	Lincoln University (PA)
College of New Jersey, The (NJ)	Lock Haven University of Pennsylvania (PA)
Coppin State College (MD)	Longwood College (VA)
Dakota State University (SD)	Louisiana State University and Agricultural and Mechanical College (LA)
Delta State University (MS)	Louisiana State University in Shreveport (LA)
East Carolina University (NC)	Louisiana Tech University (LA)
East Central University (OK)	Marshall University (WV)
East Stroudsburg University of Pennsylvania (PA)	Massachusetts College of Liberal Arts (MA)
Eastern Connecticut University (CT)	Mayville State University (ND)
Eastern Illinois University (IL)	McNeese State University (LA)
Eastern New Mexico University Main Campus (NM)	Mesa State College (CO)
Edinboro University of Pennsylvania (PA)	Metropolitan State College of Denver (CO)
Emporia State University (KS)	Metropolitan State University (MN)
Ferris State University (MI)	Miami University (OH)
Fitchburg State College (MA)	Michigan Technological University (MI)
Fort Hays State University (KS)	Middle Tennessee State University (TN)
Fort Lewis College (CO)	
Francis Marion University (SC)	

Midwestern State University (TX)
 Millersville University of Pennsylvania (PA)
 Minot State University (ND)
 Mississippi State University (MS)
 Mississippi University for Women (MS)
 Missouri Southern State College (MO)
 Missouri Western State College (MO)
 Montana State University-Billings (MT)
 Montclair State University (NJ)
 Moorhead State University (MN)
 Morehead State University (KY)
 Morgan State University (MD)
 Murray State University (KY)
 New Jersey Institute of Technology (NJ)
 New Mexico State University Main Campus (NM)
 Nicholls State University (LA)
 North Carolina Central (NC)
 North Dakota State University Main Campus (ND)
 Northeast Louisiana University (LA)
 Northeastern Illinois University (IL)
 Northeastern State University (OK)
 Northern Arizona University (AZ)
 Northern Kentucky University (KY)
 Northern Michigan University (MI)
 Northwest Missouri State University (MO)
 Northwestern State University (LA)
 Oakland University (MI)
 Ohio State University Main Campus, The (OH)
 Old Dominion University (VA)
 Peru State College (NE)
 Pittsburg State University (KS)
 Plymouth State College (NH)
 Portland State University (OR)
 Purdue University Calumet (IN)
 Radford University (VA)
 Ramapo College of New Jersey (NJ)
 Rhode Island College (RI)
 Richard Stockton College of New Jersey, The (NJ)
 Rowan University (NJ)
 Rutgers, the State University of New Jersey (NJ)
 Saginaw Valley State University (MI)
 Saint Mary's College of Maryland (MD)
 Salem State College (MA)
 Salisbury State University (MD)
 Sam Houston State University (TX)
 San Francisco State University (CA)
 Shawnee State University (OH)
 Shippensburg University of Pennsylvania (PA)
 South Carolina State University (SC)
 South Dakota School of Mines and Technology (SD)
 South Dakota State University (SD)
 Southeast Missouri State University (MO)
 Southeastern Louisiana University (LA)
 Southeastern Oklahoma State University (OK)
 Southern Arkansas University (AR)
 Southern Connecticut State University (CT)
 Southern Illinois University at Carbondale (IL)
 Southern Illinois University at Edwardsville (IL)
 Southern Polytechnic State University (GA)
 Southern University and Agricultural and Mechanical College (LA)
 Southern Utah University (UT)
 Southwest Missouri State University (MO)
 Southwest State University (MN)
 Southwest Texas State University (TX)
 Southwestern Oklahoma State University (OK)
 State University of New York at Binghamton (NY)
 State University of New York at Stony Brook (NY)
 State University of New York College at Brockport (NY)
 State University of New York College at Cortland (NY)
 State University of New York College at Fredonia (NY)
 State University of New York College at Geneseo (NY)
 State University of New York College at Plattsburgh (NY)
 State University of New York Institute of Technology at Utica-Rome (NY)
 State University of West Georgia (GA)
 Tarleton State University (TX)
 Temple University (PA)
 Tennessee Technological University (TN)
 Texas A & M International University (TX)
 Texas A & M University-Commerce (TX)
 Texas A & M University-Corpus Christi (TX)
 Texas Southern University (TX)
 Texas Tech University (TX)
 Texas Woman's University (TX)
 Towson University (MD)
 Troy State University (AL)
 Truman State University (MO)
 University of Akron Main Campus, The (OH)
 University of Alabama in Huntsville (AL)
 University of Arkansas at Little Rock (AR)
 University of Central Arkansas (AR)
 University of Central Oklahoma (OK)
 University of Colorado at Denver (CO)
 University of Delaware (DE)
 University of Houston-Clear Lake (TX)
 University of Houston-Downtown (TX)
 University of Maine (ME)
 University of Maine at Farmington (ME)
 University of Maine at Fort Kent (ME)
 University of Maine at Presque Isle (ME)
 University of Massachusetts Amherst (MA)
 University of Massachusetts Boston (MA)
 University of Massachusetts Dartmouth (MA)
 University of Memphis, The (TN)
 University of Michigan-Dearborn (MI)
 University of Minnesota-Duluth (MN)

University of Minnesota-Morris (MN)
 University of Missouri-Kansas City (MO)
 University of Missouri-Saint Louis (MO)
 University of Montevallo (AL)
 University of Nebraska at Kearney (NE)
 University of Nebraska at Omaha (NE)
 University of Nevada-Las Vegas (NV)
 University of North Carolina at Asheville (NC)
 University of North Carolina at Charlotte (NC)
 University of North Carolina at Greensboro (NC)
 University of North Carolina at Pembroke (NC)
 University of North Carolina at Wilmington (NC)
 University of North Texas (TX)
 University of Northern Colorado (CO)
 University of Puerto Rico Humacao University
 College (PR)
 University of South Alabama (AL)
 University of South Carolina-Aiken (SC)
 University of South Carolina Spartanburg (SC)
 University of Southern Colorado (CO)
 University of Southern Indiana (IN)
 University of Southern Mississippi (MS)
 University of Southwestern Louisiana (LA)
 University of Tennessee at Chattanooga (TN)
 University of Tennessee at Martin (TN)
 University of Tennessee, Memphis (TN)
 University of Texas at Arlington (TX)
 University of Texas at Dallas (TX)
 University of Texas at El Paso (TX)
 University of Texas at San Antonio (TX)
 University of the Virgin Islands, St. Thomas (VI)
 University of Toledo (OH)
 University of West Florida (FL)
 University of Wisconsin-Eau Claire (WI)
 University of Wisconsin-Green Bay (WI)
 University of Wisconsin-La Crosse (WI)
 University of Wisconsin-Oshkosh (WI)
 University of Wisconsin-Platteville (WI)
 University of Wisconsin-Stevens Point (WI)
 University of Wisconsin-Stout (WI)
 University of Wisconsin-Superior (WI)
 University of Wisconsin-Whitewater (WI)
 Valdosta State University (GA)
 Valley City State University (ND)
 Virginia State University (VA)
 Washburn University of Topeka (KS)
 Washington State University (WA)
 Wayne State College (NE)
 Weber State University (UT)
 West Texas A & M University (TX)
 West Virginia University Institute of Technology
 (WV)
 Western Carolina University (NC)
 Western Illinois University (IL)
 Western Kentucky University (KY)
 Western Michigan University (MI)

Western Montana College of the University of
 Montanan (MT)
 Western Oregon University (OR)
 Wichita State University (KS)
 William Paterson University of New Jersey (NJ)
 Winston-Salem State University (NC)
 Winthrop University (SC)
 Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Briar Cliff College (IA)
Agnes Scott College (GA)	Brown University (RI)
Albertson College of Idaho (ID)	Bryan College (TN)
Albertus Magnus College (CT)	Bryant College (RI)
Albright College (PA)	Bryn Mawr College (PA)
Alderson-Broaddus College (WV)	Buena Vista University (IA)
Alfred University (NY)	Butler University (IN)
Allegheny College (PA)	Cabrini College (PA)
Allentown College of St. Francis De Sales (PA)	Caldwell College (NJ)
Alma College (MI)	Calvin College (MI)
Alvernia College (PA)	Canisius College (NY)
Alverno College (WI)	Capitol College (MD)
Amherst College (MA)	Cardinal Stiech College (WI)
Anderson University (IN)	Carlow College (PA)
Antioch University (OH)	Case Western Reserve University (OH)
Aquinas College (MI)	Catawba College (NC)
Asbury College (KY)	Cazenovia College (NY)
Ashland University (OH)	Cedarville College (OH)
Aurora University (IL)	Central Baptist College (AR)
Avila College (MO)	Central Methodist College (MO)
Azusa Pacific University (CA)	Chapman University (CA)
Babson College (MA)	Charleston Southern University (SC)
Baker College of Flint (MI)	Christian Brothers University (TN)
Baker College of Muskegon (MI)	Christian Heritage College (CA)
Baker University (KS)	Claremont McKenna College (CA)
Baldwin-Wallace College (OH)	Clarke College (IA)
Barat College (IL)	Clarkson College (NE)
Barnard College (NY)	Clarkson University (NY)
Barry University (FL)	Colby-Sawyer College (NH)
Bastyr University (WA)	College Misericordia (PA)
Beaver College (PA)	College of Notre Dame of Maryland (MD)
Bellarmino College (KY)	College of Our Lady of the Elms (MA)
Bellevue University (NE)	College of Saint Catherine (MN)
Belmont Abbey College (NC)	College of Saint Elizabeth (NJ)
Belmont University (TN)	College of Saint Mary (NE)
Benedict College (SC)	College of Saint Rose (NY)
Benedictine University (IL)	College of Saint Scholastica (MN)
Bennett College (NC)	College of the Southwest (NM)
Bentley College (MA)	Colorado Christian University (CO)
Bethany College (KS)	Columbia College (MO)
Bethel College (IN)	Columbia College (SC)
Bethel College (KS)	Columbia International University (SC)
Bethel College (MN)	Concordia College Moorhead (MN)
Birmingham-Southern College (AL)	Concordia College (NE)
Blackburn College (IL)	Concordia College (NY)
Bluefield College (VA)	Concordia University (CA)
Bradford College (MA)	Concordia University (MN)
Bradley University (IL)	Cooper Union for the Advancement of Science and Art (The) (NY)
Brandeis University (MA)	
Brenau University (GA)	

Cornerstone College and Grand Rapids Baptist
 Seminary (MI)
 Covenant College (GA)
 Creighton University (NE)
 Culver-Stockton College (MO)
 D'Youville College (NY)
 Dakota Wesleyan University (SD)
 Davidson College (NC)
 Davis & Elkins College (WV)
 DePaul University (IL)
 Dickinson College (PA)
 Doane College (NE)
 Dominican College of Blauvelt (NY)
 Dominican College of San Rafael (CA)
 Dordt College (IA)
 Drake University (IA)
 Drury College (MO)
 Duquesne University (PA)
 East Texas Baptist University (TX)
 Eastern Mennonite University (VA)
 Eckerd College (FL)
 Edgewood College (WI)
 Elizabethtown College (PA)
 Elmhurst College (IL)
 Elmira College (NY)
 Emerson College (MA)
 Emmanuel College (MA)
 Emory University (GA)
 Eureka College (IL)
 Fairfield University (CT)
 Ferrum College (VA)
 Florida Institute of Technology (FL)
 Franciscan University of Steubenville (OH)
 Franklin College of Indiana (IN)
 Freed-Hardeman University (TN)
 Friends University (KS)
 Gannon University (PA)
 Gardner-Webb University (NC)
 George Washington University (DC)
 Georgetown College (KY)
 Georgian Court College (NJ)
 Golden Gate University (CA)
 Gonzaga University (WA)
 Gordon College (MA)
 Goshen College (IN)
 Grand View College (IA)
 Grinnell College (IA)
 Guilford College (NC)
 Hampton-Sydney College (VA)
 Hannibal-LaGrange College (MO)
 Hartwick College (NY)
 Hastings College (NE)
 Hilbert College (NY)
 Hiram College (OH)
 Hofstra University (NY)
 Holy Family College (PA)

Holy Names College (CA)
 Hope College (MI)
 Houghton College (NY)
 Howard University (DC)
 Husson College (ME)
 Immaculata College (PA)
 Inter American University of Puerto Rico Bayamon
 Campus (PR)
 Iona College (NY)
 Ithaca College (NY)
 Jacksonville University (FL)
 John Brown University (AR)
 John Carroll University (OH)
 John Hopkins University (MD)
 Judson College (AL)
 Juniata College (PA)
 Kalamazoo College (MI)
 Kentucky Wesleyan College (KY)
 Kenyon College (OH)
 King's College (PA)
 La Roche College (PA)
 La Salle University (PA)
 LaSierra University (CA)
 Lafayette College (PA)
 LaGrange College (GA)
 Le Moyne College (NY)
 Lebanon Valley College (PA)
 Lees-McRae College (NC)
 Lenoir-Rhyne College (NC)
 Letourneau University (TX)
 Limestone College (SC)
 Lincoln Memorial University (TN)
 Lindsay Wilson College (KY)
 Loras College (IA)
 Louisiana College (LA)
 Loyola Marymount University (CA)
 Loyola University New Orleans (LA)
 Lycoming College (PA)
 Lynchburg College (VA)
 Lyon College (AR)
 Madonna University (MI)
 Malone College (OH)
 Manhattan Christian College (KS)
 Marian College (IN)
 Marian College of Fon du lac (WI)
 Marietta College (OH)
 Marist College (NY)
 Mars Hill College (NC)
 Mary Baldwin College (VA)
 Marymount College (NY)
 Marymount University (VA)
 Maryville University of St Louis (MO)
 Marywood College (PA)
 Massachusetts Institute of Technology (MA)
 McMurray University (TX)

McPherson College (KS)
 Medaille College (NY)
 Mercer University (GA)
 Mercy College (NY)
 Meredith College (NC)
 Merrimack College (MA)
 Messiah College (PA)
 Midland Lutheran College (NE)
 Midway College (KY)
 Milligan College (TN)
 Millikin University (IL)
 Molloy College (NY)
 Monmouth University (NJ)
 Morningside College (IA)
 Morris Brown College (GA)
 Mount Olive College (NC)
 Mulhensberg College (PA)
 Muskingum College (OH)
 National University (CA)
 Neumann College (PA)
 New Hampshire College (NH)
 Niagara University (NY)
 North Carolina Wesleyan College (NC)
 North Central College (IL)
 Northeastern University (MA)
 Northland College (WI)
 Northwest College (WA)
 Northwestern College (IA)
 Northwestern College (MN)
 Norwich University (VT)
 Notre Dame College (NH)
 Notre Dame College (OH)
 Nova Southeastern University (FL)
 Occidental College (CA)
 Oglethorpe University (GA)
 Ohio Northern University (OH)
 Oklahoma Baptist University (OK)
 Our Lady of the Lake University (TX)
 Pace University New York Campus (NY)
 Pacific Lutheran University (WA)
 Pacific Oaks College (CA)
 Palm Beach Atlantic College (FL)
 Pepperdine University (CA)
 Pfeiffer University (NC)
 Piedmont College (GA)
 Pikeville College (KY)
 Pine Manor College (MA)
 Pittsburgh Theological Seminary (PA)
 Point Park College (PA)
 Presbyterian College (SC)
 Providence College (RI)
 Quincy University (IL)
 Randolph-Macon College (VA)
 Reed College (OR)
 Reformed Bible College (MI)
 Regis College (MA)

Rensselaer Polytechnic Institute (NY)
 Rhodes College (TN)
 Rider University (NJ)
 Ripon College (WI)
 Rivier College (NH)
 Roanoke College (VA)
 Robert Morris College (PA)
 Rockford College (IL)
 Rockhurst College (MO)
 Rollins College (FL)
 Roosevelt University (IL)
 Rose-Hulman Institute of Technology (IN)
 Sacred Heart University (CT)
 Saint Francis College (IN)
 Saint Francis College (PA)
 Saint John's University (MN)
 Saint Joseph's University (PA)
 Saint Mary's College (IN)
 Saint Mary's College of California (CA)
 Saint Mary's University of Minnesota (MN)
 Saint Peter's College (NJ)
 Saint Vincent College (PA)
 Saint Xavier University (IL)
 Salem College (NC)
 Salem-Teikyo University (WV)
 Salve Regina University (RI)
 Samuel Merritt College (CA)
 San Jose Christian College (CA)
 Santa Clara University (CA)
 Scripps College (CA)
 Seattle Pacific University (WA)
 Seattle University (WA)
 Seton Hill College (PA)
 Shorter College (GA)
 Siena College (NY)
 Siena Heights College (MI)
 Sierra Nevada College (NV)
 Simpson College (CA)
 Simpson College (IA)
 Southern Adventist University (TN)
 Southern California College (CA)
 Southern Vermont College (VT)
 Southwestern College (AZ)
 Spalding University (KY)
 Spring Arbor College (MI)
 Springfield College (MA)
 St. Ambrose University (IA)
 St. Andrews Presbyterian College (NC)
 St. Bonaventure University (NY)
 St. Edward's University (TX)
 St. John Fisher College (NY)
 St. John's University (NY)
 St. Mary's University (TX)
 St. Olaf College (MN)
 Stanford University (CA)
 Stetson University (FL)

Stevens Institute of Technology (NJ)	Wheaton College (MA)
Susquehanna University (PA)	Wheeling Jesuit University (WV)
Teachers College, Columbia University (NY)	Whittier College (CA)
Teikyo Post University (CT)	Widener University (PA)
Texas Christian University (TX)	William Jewell College (MO)
The Catholic University of America (DC)	William Penn College (IA)
The Defiance College, (OH)	William Woods University (MO)
The Sage Colleges (NY)	Williams Baptist College (AR)
Thomas College (ME)	Wilmington College (OH)
Thomas More College (KY)	Wisconsin Lutheran College (WI)
Trinity College of Vermont (VT)	Worcester Polytechnic Institute (MA)
Tulane University (LA)	Xavier University (OH)
Tusculum University (TN)	York College of Pennsylvania (PA)
Tuskegee University (AL)	
Union College (NE)	
Union Institute (OH)	
Union Theological Seminary and Presbyterian School of Christian Education (VA)	
United States International University (CA)	
University of Bridgeport (CT)	
University of Central Texas (TX)	
University of Charleston (WV)	
University of Detroit Mercy (MI)	
University of Dubuque (IA)	
University of Hartford (CT)	
University of La Verne (CA)	
University of Miami (FL)	
University of New England (ME)	
University of Portland (OR)	
University of Richmond (VA)	
University of Rio Grande (OH)	
University of Saint Thomas (MN)	
University of San Diego (CA)	
University of San Francisco (CA)	
University of Scranton (PA)	
University of Sioux Falls (SD)	
University of the Ozarks (AR)	
University of the Pacific (CA)	
University of the South (TN)	
University of Tulsa (OK)	
Upper Iowa University (IA)	
Ursuline College (OH)	
Valparaiso University (IN)	
Villanova University (PA)	
Viterbo College (WI)	
Walsh University (OH)	
Warren Wilson College (NC)	
Warburg College (IA)	
Washington and Jefferson College (PA)	
Washington College (MD)	
Webber College (FL)	
West Virginia Wesleyan College (WV)	
Western Baptist College (OR)	
Western Maryland College (MD)	
Western New England College (MA)	
Westminster College (PA)	

SALARY-TREND STUDY OF FACULTY IN
POLITICAL SCIENCE, GENERAL
FOR THE YEARS
1994-95 AND 1997-98

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1997-98: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Political Science, General. The CIP defines the discipline/major field of Political Science, General as,

An instructional program that describes the systematic study of political institutions and behavior. Includes instruction in politics, political parties and interest groups, public opinion, political research methods, studies of the government and politics of specific countries and studies of specific political institutions and processes.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 147--45.1001).]

This article summarizes the overall average salary increases in the discipline/major field of Political Science, General for both public and private institutions from the "baseline year" of 1994-95 to and including the "trend year" of 1997-98. Of the 305 institutions which participated in CUPA's PUBLIC study of 1994-95, 262 also participated in 1997-98. Data from those same 262 institutions were used in both the baseline year and the trend year. Of the 514 institutions which participated in CUPA's PRIVATE study of 1994-95, 387 also participated in 1997-98. Data from those same 387 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Political Science,

General for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1994-95 and 1997-98).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 28.1 for associate professors of Political Science, General in the 1994-95 public study means that 28.1 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the

ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1994-95, PUBLIC 1997-98, PRIVATE 1994-95 and PRIVATE 1997-98. For example, a SALARY FACTOR of 0.96 for associate professors in the discipline/major field of Political Science, General in the 1994-95 public study means that their average salary is four percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1994-95 or 1997-98). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Political Science, General with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1994-95 and the "trend year" of 1997-98 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASSI PROF			NEW ASSI PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN
DISCIPLINE: SOCIAL SCIENCES																		
MAJOR FIELD: Political Science, General																		
PUBLIC, 1994-95																		
AVERAGE																		
SALARY	58670	748	188	44400	507	180	35701	505	169	35152	93	59	29236	44	34	47512	1804	214
FAC MIX																		
PC I	41.5%			28.1%			28.0%			5.2%			2.4%			100.0%		
SALARY																		
FACTOR	1.00			0.96			0.94			0.97			1.02			1.01		
ALL MAJOR FIELDS																		
AVERAGE																		
SALARY	58932	28035		46171	23794		38132	23157		36193	3487		28571	5559		47087	80545	262
FAC MIX																		
PC I	34.8%			29.5%			28.8%			4.3%			6.9%			100.0%		
DISCIPLINE: SOCIAL SCIENCES																		
MAJOR FIELD: Political Science, General																		
PUBLIC, 1997-98																		
AVERAGE																		
SALARY	64483	704	188	48063	552	180	38804	511	177	36530	101	74	31881	47	33	51408	1814	216
FAC MIX																		
PC I	38.8%			30.4%			28.2%			5.6%			2.6%			100.0%		
SALARY																		
FACTOR	1.00			0.96			0.94			0.93			1.03			1.00		
ALL MAJOR FIELDS																		
AVERAGE																		
SALARY	64740	28214		50192	24517		41065	22819		39286	3964		31016	5361		51420	80911	262
FAC MIX																		
PC I	34.9%			30.3%			28.2%			4.9%			6.6%			100.0%		
DISCIPLINE: SOCIAL SCIENCES																		
MAJOR FIELD: Political Science, General																		
PRIVATE, 1994-95																		
AVERAGE																		
SALARY	61237	114	176	44049	304	163	36074	285	151	33057	42	38	32934	35	28	48340	1038	252
FAC MIX																		
PC I	39.9%			29.3%			27.5%			4.0%			3.4%			100.0%		
SALARY																		
FACTOR	1.02			0.98			0.96			0.95			1.10			1.03		
ALL MAJOR FIELDS																		
AVERAGE																		
SALARY	59877	13579		45094	12852		37388	12597		34897	1749		30044	2016		46880	41044	387
FAC MIX																		
PC I	33.1%			31.3%			30.7%			4.3%			4.9%			100.0%		
DISCIPLINE: SOCIAL SCIENCES																		
MAJOR FIELD: Political Science, General																		
PRIVATE, 1997-98																		
AVERAGE																		
SALARY	67616	430	181	48370	330	167	39596	277	141	36294	41	36	32845	17	16	53666	1054	248
FAC MIX																		
PC I	40.8%			31.3%			26.3%			3.9%			1.6%			100.0%		
SALARY																		
FACTOR	1.03			0.98			0.98			0.93			0.99			1.04		
ALL MAJOR FIELDS																		
AVERAGE																		
SALARY	65803	14238		49311	13414		40563	12704		39107	2009		33099	2045		51446	42401	387
FAC MIX																		
PC I	33.6%			31.6%			30.0%			4.7%			4.8%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES: 1994-95 AND 1997-98

In the PUBLIC 1994-95 study in the above table, the discipline/major field of Political Science, General was reported in 214 of the 262 public institutions. The average salary of the 1,804 faculty was \$47,512. This average salary was approximately .9 percent higher than the average salary of \$47,087 for all 80,545 faculty in ALL MAJOR FIELDS in the same 1994-95 public study.

For the PUBLIC 1997-98 salary study in the above table, Political Science, General was reported in 216 of the same 262 public institutions. The average salary of the 1,814 faculty was \$51,408. This average salary was approximately .02 percent lower than the average salary of \$51,420 for all 80,911 faculty in ALL MAJOR FIELDS in the 1997-98 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Political Science, General in the public institutions studied was 8.2 percent (\$51,408 minus \$47,512 equals \$3,896). The CPI of increase cost-of-living between October 1994 and October 1997 was 8.1 percent. In comparison, with the CPI, there was a relative increase in Political Science, General average faculty salaries over the three-year period by .1 percent or an average of .03 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.2 percent (\$51,420 minus \$47,087 equals \$4,333). In comparison to the discipline/major field of Political Science, General (8.2%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.0 percent more than the faculty in the discipline/major field of Political Science, General.

In the 1994-95 study the faculty mix percentage in Political Science, General is higher at the professor rank than at the assistant professor rank: 41.5 percent vs. 28.0 percent; and higher in the 1997-98 study, it is 38.8 percent vs. 28.2 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.8

percent vs 28.8 percent (1994-95) and 34.9 percent vs 28.2 percent (1997-98).

Finally, the hiring rate of new assistant professors in Political Science, General in the public studies was higher than the same as the hiring rate of ALL MAJOR FIELDS in 1994-95, 5.2 percent (93/1,804) vs 4.3 percent (3,487/80,545) and higher in 1997-98, 5.6 percent (101/1,814) vs. 4.9 percent (3,964/80,911).

RESULTS OF THE TWO PRIVATE STUDIES: 1994-95 AND 1997-98

The PRIVATE 1994-95 salary study in the above table indicates that the discipline/major field of Political Science, General was reported in 252 of the 387 private institutions. The average salary of the 1,038 faculty was \$48,340, an average salary 3.1 percent higher than the average salary of \$46,880 for all 41,044 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

In the PRIVATE 1997-98 salary study in the above table, 248 of the same 387 private institutions reported Political Science, General. The average salary of the 1,054 faculty was \$53,666, an average salary 4.3 percent higher than the average salary of \$51,446 for all 42,401 faculty in ALL MAJOR FIELDS in the 1997-98 private study.

The three-year increase in average salaries for all faculty in Political Science, General in the private institutions studied was 11.0 percent (\$53,666 minus \$48,340 equals \$5,326). The CPI increased cost-of-living between October 1994 and October 1997 was 8.1 percent. A more realistic increase, therefore, in the average faculty salaries of Political Science, General over the three-year time period, is 2.9 percent or 1.0 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.7 percent (\$51,446 minus \$46,880 equals \$4,566). In comparison to Political Science, General (11.0%), the faculty in ALL MAJOR FIELDS increased their salaries 1.3 percent less than faculty in Political Science, General.

For both studies in the discipline/major field of Political Science, General the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank : 39.9 percent vs. 27.5 percent (1994-95); and 40.8 percent vs 26.3 percent, (1997-98). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.1 percent vs. 30.7 percent (1994-95) and 33.6 percent vs. 30.0 percent (1997-98).

Finally, the hiring rate for new assistant professors in Political Science, General was lower than the hiring rate in ALL MAJOR FIELDS in the 1994-95 private study: 4.0 percent (42/1,038) vs. 4.3 percent (1,749/41,044) and lower in the 1997-98 private study: 3.9 percent (41/1,054) vs. 4.7 percent (2,009/42,401).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Political Science, General and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1994-95 through the "trend year" of 1997-98. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 5,610 (2.3%) faculty in the discipline/major field of Political Science, General participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 244,901 participating faculty. The same 262 public institutions and the same 387 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Political Science, General in 1994-95 and 1997-98 were one percent and three percent above the average faculty salary factors for all ranks in ALL

MAJOR FIELDS (1.00), respectfully. In both the public and private studies the average faculty salary factors for all ranks in Political Science, General in 1997-98 were exactly the same in the public study, and four percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1997 CPI reflects an 8.1 percent increase over the October 1994 CPI and indicates that the faculty in Political Science, General in the public institutions received an average annual salary increase of .03 percent above the cost-of-living. In contrast, in the private institutions the annual average salary increase was 1.0 percent above the cost-of-living.

Third, in both the 1994-95 and 1997-98 public and the 1994-95 and 1997-98 private studies in Political Science, General, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Political Science is firmly established and on going in the academy.

Finally, the hiring rate of new assistant professors in Political Science, General in the 1994-95 and 1997-98 public studies was higher than the hiring rate of ALL MAJOR FIELDS. However, in the 1994-95 and 1997-98 private studies the hiring rate was lower than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Political Science, General has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and Education studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
- C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	GEOGRAPHY
ADMINISTRATIVE ASSISTANT/SECRETARIAL	GEOLOGY
SCIENCE, GENERAL	HISTORY, GENERAL
ANTHROPOLOGY	HOME ECONOMICS
ARCHITECTURE AND RELATED PROGRAMS	LIBRARY SCIENCE
AREA, ETHNIC, AND CULTURAL STUDIES	MARKETING MANAGEMENT AND RESEARCH
ART, GENERAL	MATHEMATICS
BIOLOGICAL SCIENCES/LIFE SCIENCES	MULTI/INTERDISCIPLINARY STUDIES
BUSINESS ADMINISTRATION AND MANAGEMENT,	MUSIC, GENERAL
GENERAL	NURSING (R. N. TRAINING)
BUSINESS MANAGEMENT AND	OCCUPATIONAL THERAPY
MANAGEMENT, GENERAL	PARKS, RECREATION, LEISURE, & FITNESS STUDIES
BUSINESS MANAGERIAL ECONOMICS	PHILOSOPHY AND RELIGION
CHEMISTRY, GENERAL	PHYSICAL SCIENCES
COMMUNICATIONS	PHYSICAL THERAPY
COMPUTER AND INFORMATION SCIENCES	PHYSICS, GENERAL
COUNSELOR EDUCATION STUDENT COUNSELING	POLITICAL SCIENCE, GENERAL
AND GUIDANCE SERVICES	PROTECTIVE SERVICES
CURRICULUM AND INSTRUCTION	PSYCHOLOGY
DRAMA/THEATER ARTS, GENERAL	PUBLIC HEALTH, GENERAL
ECONOMICS, GENERAL	READING TEACHER EDUCATION
EDUCATION	SOCIAL SCIENCES, GENERAL
EDUCATION ADMINISTRATION AND	SOCIAL WORK
SUPERVISION, GENERAL	SOCIOLOGY
EDUCATION INSTRUCTIONAL MEDIA	SPECIAL EDUCATION, GENERAL
TECH TECHNICIAN	SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
ENGINEERING	TEACHER EDUCATION
ENGINEERING-RELATED TECHNOLOGIES	VISUAL AND PERFORMING ARTS
ENGLISH LANGUAGE AND	
LITERATURE/LETTERS	
ENTERPRISE MANAGEMENT AND OPERATION,	TOTAL 53
GENERAL	
FOREIGN LANGUAGES AND LITERATURES	

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Alabama State University (AL)	Frostburg State University (MD)
Alcorn State University (MS)	George Mason University (VA)
Angelo State University (TX)	Georgia College & State University (GA)
Appalachian State University (NC)	Georgia Southern University (GA)
Arizona State University West (AZ)	Georgia State University (GA)
Arkansas State University (AR)	Glenville State College (WV)
Arkansas Tech University (AR)	Grand Valley State University (MI)
Auburn University at Montgomery (AL)	Harris-Stowe State College (MO)
Augusta State University (GA)	Henderson State University (AR)
Austin Peay State University (TN)	Idaho State University (ID)
Ball State University (IN)	Illinois State University (IL)
Bemidji State University (MN)	Indiana State University (IN)
Black Hills State University (SD)	Indiana University at South Bend (IN)
Bloomsburg University of Pennsylvania (PA)	Indiana University East (IN)
Bluefield State College (WV)	Indiana University Kokomo (IN)
Bowie State University (MD)	Indiana University Northwest (IN)
Bridgewater State College (MA)	Indiana University-Purdue University Fort Wayne (IN)
California State University-Bakersfield (CA)	Indiana University-Purdue University Indianapolis (IN)
California State University-Fresno (CA)	Indiana University Southeast (IN)
California State University-Fullerton (CA)	Jacksonville State University (AL)
California State University-Northridge (CA)	James Madison University (VA)
California State University-San Marcos (CA)	Jersey City State College (NJ)
Central Michigan University (MI)	Keene State College (NH)
Central Missouri State University (MO)	Kennesaw State University (GA)
Chadron State College (NE)	Kent State University Main Campus (OH)
Christopher Newport University (VA)	Kentucky State University (KY)
Citadel, Military College of South Carolina, The (SC)	Lake Superior State University (MI)
Clarion University of Pennsylvania (PA)	Lamar University-Beaumont (TX)
Clemson University (SC)	Lander University (SC)
Cleveland State University (OH)	Langston University (OK)
Coastal Carolina University (SC)	Lewis-Clark State College (ID)
College of Charleston (SC)	Lincoln University (PA)
College of New Jersey, The (NJ)	Lock Haven University of Pennsylvania (PA)
Coppin State College (MD)	Longwood College (VA)
Dakota State University (SD)	Louisiana State University and Agricultural and Mechanical College (LA)
Delta State University (MS)	Louisiana State University in Shreveport (LA)
East Carolina University (NC)	Louisiana Tech University (LA)
East Central University (OK)	Marshall University (WV)
East Stroudsburg University of Pennsylvania (PA)	Massachusetts College of Liberal Arts (MA)
Eastern Connecticut University (CT)	Mayville State University (ND)
Eastern Illinois University (IL)	McNeese State University (LA)
Eastern New Mexico University Main Campus (NM)	Mesa State College (CO)
Edinboro University of Pennsylvania (PA)	Metropolitan State College of Denver (CO)
Emporia State University (KS)	Metropolitan State University (MN)
Ferris State University (MI)	Miami University (OH)
Fitchburg State College (MA)	Michigan Technological University (MI)
Fort Hays State University (KS)	Middle Tennessee State University (TN)
Fort Lewis College (CO)	
Francis Marion University (SC)	

Midwestern State University (TX)
 Millersville University of Pennsylvania (PA)
 Minot State University (ND)
 Mississippi State University (MS)
 Mississippi University for Women (MS)
 Missouri Southern State College (MO)
 Missouri Western State College (MO)
 Montana State University-Billings (MT)
 Montclair State University (NJ)
 Moorhead State University (MN)
 Morehead State University (KY)
 Morgan State University (MD)
 Murray State University (KY)
 New Jersey Institute of Technology (NJ)
 New Mexico State University Main Campus (NM)
 Nicholls State University (LA)
 North Carolina Central (NC)
 North Dakota State University Main Campus (ND)
 Northeast Louisiana University (LA)
 Northeastern Illinois University (IL)
 Northeastern State University (OK)
 Northern Arizona University (AZ)
 Northern Kentucky University (KY)
 Northern Michigan University (MI)
 Northwest Missouri State University (MO)
 Northwestern State University (LA)
 Oakland University (MI)
 Ohio State University Main Campus, The (OH)
 Old Dominion University (VA)
 Peru State College (NE)
 Pittsburg State University (KS)
 Plymouth State College (NH)
 Portland State University (OR)
 Purdue University Calumet (IN)
 Radford University (VA)
 Ramapo College of New Jersey (NJ)
 Rhode Island College (RI)
 Richard Stockton College of New Jersey, The (NJ)
 Rowan University (NJ)
 Rutgers, the State University of New Jersey (NJ)
 Saginaw Valley State University (MI)
 Saint Mary's College of Maryland (MD)
 Salem State College (MA)
 Salisbury State University (MD)
 Sam Houston State University (TX)
 San Francisco State University (CA)
 Shawnee State University (OH)
 Shippensburg University of Pennsylvania (PA)
 South Carolina State University (SC)
 South Dakota School of Mines and Technology (SD)
 South Dakota State University (SD)
 Southeast Missouri State University (MO)
 Southeastern Louisiana University (LA)
 Southeastern Oklahoma State University (OK)
 Southern Arkansas University (AR)
 Southern Connecticut State University (CT)
 Southern Illinois University at Carbondale (IL)
 Southern Illinois University at Edwardsville (IL)
 Southern Polytechnic State University (GA)
 Southern University and Agricultural and Mechanical College (LA)
 Southern Utah University (UT)
 Southwest Missouri State University (MO)
 Southwest State University (MN)
 Southwest Texas State University (TX)
 Southwestern Oklahoma State University (OK)
 State University of New York at Binghamton (NY)
 State University of New York at Stony Brook (NY)
 State University of New York College at Brockport (NY)
 State University of New York College at Cortland (NY)
 State University of New York College at Fredonia (NY)
 State University of New York College at Geneseo (NY)
 State University of New York College at Plattsburgh (NY)
 State University of New York Institute of Technology at Utica-Rome (NY)
 State University of West Georgia (GA)
 Tarleton State University (TX)
 Temple University (PA)
 Tennessee Technological University (TN)
 Texas A & M International University (TX)
 Texas A & M University-Commerce (TX)
 Texas A & M University-Corpus Christi (TX)
 Texas Southern University (TX)
 Texas Tech University (TX)
 Texas Woman's University (TX)
 Towson University (MD)
 Troy State University (AL)
 Truman State University (MO)
 University of Akron Main Campus, The (OH)
 University of Alabama in Huntsville (AL)
 University of Arkansas at Little Rock (AR)
 University of Central Arkansas (AR)
 University of Central Oklahoma (OK)
 University of Colorado at Denver (CO)
 University of Delaware (DE)
 University of Houston-Clear Lake (TX)
 University of Houston-Downtown (TX)
 University of Maine (ME)
 University of Maine at Farmington (ME)
 University of Maine at Fort Kent (ME)
 University of Maine at Presque Isle (ME)
 University of Massachusetts Amherst (MA)
 University of Massachusetts Boston (MA)
 University of Massachusetts Dartmouth (MA)
 University of Memphis, The (TN)
 University of Michigan-Dearborn (MI)
 University of Minnesota-Duluth (MN)

University of Minnesota-Morris (MN)
 University of Missouri-Kansas City (MO)
 University of Missouri-Saint Louis (MO)
 University of Montevallo (AL)
 University of Nebraska at Kearney (NE)
 University of Nebraska at Omaha (NE)
 University of Nevada-Las Vegas (NV)
 University of North Carolina at Asheville (NC)
 University of North Carolina at Charlotte (NC)
 University of North Carolina at Greensboro (NC)
 University of North Carolina at Pembroke (NC)
 University of North Carolina at Wilmington (NC)
 University of North Texas (TX)
 University of Northern Colorado (CO)
 University of Puerto Rico Humacao University
 College (PR)
 University of South Alabama (AL)
 University of South Carolina-Aiken (SC)
 University of South Carolina Spartanburg (SC)
 University of Southern Colorado (CO)
 University of Southern Indiana (IN)
 University of Southern Mississippi (MS)
 University of Southwestern Louisiana (LA)
 University of Tennessee at Chattanooga (TN)
 University of Tennessee at Martin (TN)
 University of Tennessee, Memphis (TN)
 University of Texas at Arlington (TX)
 University of Texas at Dallas (TX)
 University of Texas at El Paso (TX)
 University of Texas at San Antonio (TX)
 University of the Virgin Islands, St. Thomas (VI)
 University of Toledo (OH)
 University of West Florida (FL)
 University of Wisconsin-Eau Claire (WI)
 University of Wisconsin-Green Bay (WI)
 University of Wisconsin-La Crosse (WI)
 University of Wisconsin-Oshkosh (WI)
 University of Wisconsin-Platteville (WI)
 University of Wisconsin-Stevens Point (WI)
 University of Wisconsin-Stout (WI)
 University of Wisconsin-Superior (WI)
 University of Wisconsin-Whitewater (WI)
 Valdosta State University (GA)
 Valley City State University (ND)
 Virginia State University (VA)
 Washburn University of Topeka (KS)
 Washington State University (WA)
 Wayne State College (NE)
 Weber State University (UT)
 West Texas A & M University (TX)
 West Virginia University Institute of Technology
 (WV)
 Western Carolina University (NC)
 Western Illinois University (IL)
 Western Kentucky University (KY)
 Western Michigan University (MI)

Western Montana College of the University of
 Montanan (MT)
 Western Oregon University (OR)
 Wichita State University (KS)
 William Paterson University of New Jersey (NJ)
 Winston-Salem State University (NC)
 Winthrop University (SC)
 Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Brown University (RI)
Agnes Scott College (GA)	Bryan College (TN)
Albertson College of Idaho (ID)	Bryant College (RI)
Albertus Magnus College (CT)	Bryn Mawr College (PA)
Albright College (PA)	Buena Vista University (IA)
Alderson-Broadus College (WV)	Butler University (IN)
Alfred University (NY)	Cabrini College (PA)
Allegheny College (PA)	Caldwell College (NJ)
Allentown College of St. Francis De Sales (PA)	Calvin College (MI)
Alma College (MI)	Canisius College (NY)
Alvernia College (PA)	Capitol College (MD)
Alverno College (WI)	Cardinal Stritch College (WI)
Amherst College (MA)	Carlow College (PA)
Anderson University (IN)	Case Western Reserve University (OH)
Aquinas College (MI)	Catawba College (NC)
Asbury College (KY)	Cazenovia College (NY)
Ashland University (OH)	Cedarville College (OH)
Aurora University (IL)	Central Baptist College (AR)
Avila College (MO)	Central Methodist College (MO)
Azusa Pacific University (CA)	Chapman University (CA)
Babson College (MA)	Charleston Southern University (SC)
Baker College of Flint (MI)	Christian Brothers University (TN)
Baker College of Muskegon (MI)	Christian Heritage College (CA)
Baker University (KS)	Claremont McKenna College (CA)
Baldwin-Wallace College (OH)	Clarke College (IA)
Barat College (IL)	Clarkson College (NE)
Barnard College (NY)	Clarkson University (NY)
Barry University (FL)	Colby-Sawyer College (NH)
Bastyr University (WA)	College Misericordia (PA)
Beaver College (PA)	College of Notre Dame of Maryland (MD)
Bellarmine College (KY)	College of Our Lady of the Elms (MA)
Bellevue University (NE)	College of Saint Catherine (MN)
Belmont Abbey College (NC)	College of Saint Elizabeth (NJ)
Belmont University (TN)	College of Saint Mary (NE)
Benedict College (SC)	College of Saint Rose (NY)
Benedictine University (IL)	College of Saint Scholastica (MN)
Bennett College (NC)	College of the Southwest (NM)
Bentley College (MA)	Colorado Christian University (CO)
Bethany College (KS)	Columbia College (MO)
Bethel College (IN)	Columbia College (SC)
Bethel College (KS)	Columbia International University (SC)
Bethel College (MN)	Concordia College (NE)
Birmingham-Southern College (AL)	Concordia College (NY)
Blackburn College (IL)	Concordia College Moorhead (MN)
Bluefield College (VA)	Concordia College Saint Paul (MN)
Bradford College (MA)	Concordia University (CA)
Bradley University (IL)	Cooper Union for the Advancement of Science and Art, (The) (NY)
Brandeis University (MA)	Cornerstone College (MI)
Brenau University (GA)	Covenant College (GA)
Briar Cliff College (IA)	

Creighton University (NE)
 Culver-Stockton College (MO)
 D'Youville College (NY)
 Dakota Wesleyan University (SD)
 Davidson College (NC)
 Davis & Elkins College (WV)
 DePaul University (IL)
 Dickinson College (PA)
 Doane College (NE)
 Dominican College of Blauvelt (NY)
 Dominion College of San Rafael (CA)
 Dordt College (IA)
 Drake University (IA)
 Drury College (MO)
 Duquesne University (PA)
 East Texas Baptist University (TX)
 Eastern Mennonite University (VA)
 Eckerd College (FL)
 Edgewood College (WI)
 Elizabethtown College (PA)
 Elmhurst College (IL)
 Elmira College (NY)
 Emerson College (MA)
 Emmanuel College (MA)
 Emory University (GA)
 Eureka College (IL)
 Fairfield University (CT)
 Ferrum College (VA)
 Florida Institute of Technology (FL)
 Franciscan University of Steubenville (OH)
 Franklin College of Indiana (IN)
 Freed-Hardeman University (TN)
 Friends University (KS)
 Gannon University (PA)
 Gardner-Webb University (NC)
 George Washington University (DC)
 Georgetown College (KY)
 Georgian Court College (NJ)
 Golden Gate University (CA)
 Gonzaga University (WA)
 Gordon College (MA)
 Goshen College (IN)
 Grand View College (IA)
 Grinnell College (IA)
 Guilford College (NC)
 Hampton-Sydney College (VA)
 Hannibal-LaGrange College (MO)
 Hartwick College (NY)
 Hastings College (NE)
 Hilbert College (NY)
 Hiram College (OH)
 Hofstra University (NY)
 Holy Family College (PA)
 Holy Names College (CA)
 Hope College (MI)
 Houghton College (NY)

Howard College (DC)
 Husson College (ME)
 Immaculata College (PA)
 Inter American University of Puerto Rico
 Barranquitas (PR)
 Iona College (NY)
 Ithaca College (NY)
 Jacksonville University (FL)
 John Brown University (AR)
 John Carroll University (OH)
 John Hopkins University (MD)
 Judson College (AL)
 Juniata College (PA)
 Kalamazoo College (MI)
 Kentucky Wesleyan College (KY)
 Kenyon College (OH)
 Kings's College (PA)
 La Roche College (PA)
 La Salle University (PA)
 La Sierra University (CA)
 Lafayette College (PA)
 LaGrange College (GA)
 Le Moyne College (NY)
 Lebanon Valley College (PA)
 Lees-McRae College (NC)
 Lenoir-Rhyne College (NC)
 LeTourneau University (TX)
 Limestone College (SC)
 Lincoln Memorial University (TN)
 Lindsey Wilson College (KY)
 Loras College (IA)
 Louisiana College (LA)
 Loyla Marymount University (CA)
 Loyola University New Orleans (LA)
 Lycoming College (PA)
 Lynchburg College (VA)
 Lyon College (AR)
 Madonna University (MI)
 Malone College (OH)
 Manhattan Christian College (KS)
 Marion College (IN)
 Marion College of Fond du lac (WI)
 Marietta College (OH)
 Marist College (NY)
 Mars Hill College (NC)
 Mary Baldwin College (VA)
 Marymount College (NY)
 Marymount University (VA)
 Maryville University of St. Louis (MO)
 Marywood College (PA)
 Massachusetts Institute of Technology (MA)
 McMurry University (TX)
 McPherson College (KS)
 Medaille College (NY)
 Mercer University (GA)
 Mercy College (NY)

Meredith College (NC)	Ripon College (WI)
Merrimack College (MA)	Rivier College (NH)
Messiah College (PA)	Roanoke College (VA)
Midland Lutheran College (NE)	Robert Morris College (PA)
Midway College (KY)	Rockford College (IL)
Milligan College (TN)	Rockhurst College (MO)
Millikin University (IL)	Rollins College (FL)
Molloy College (NY)	Roosevelt University (IL)
Monmouth College (NJ)	Rose-Hulman Institute of Technology (IN)
Morningside College (IA)	Sacred Heart University (CT)
Morris Brown College (GA)	Saint Francis College (IN)
Mount Olive College (NC)	Saint Francis College (PA)
Mulhenberg College (PA)	Saint John's University (MN)
Muskingum College (OH)	Saint Joseph's University (PA)
National University (CA)	Saint Mary's College (IN)
Neumann College (PA)	Saint Mary's College of California (CA)
New Hampshire College (NH)	Saint Mary's University of Minnesota (MN)
Niagara University (NY)	Saint Peter's College (NJ)
North Carolina Wesleyan College (NC)	Saint Vincent College (PA)
North Central College (IL)	Saint Xavier University (IL)
Northeastern University (MA)	Salem College (NC)
Northland College (WI)	Salem-Teikyo University (WV)
Northwest College (WA)	Salve Regina University (RI)
Northwestern College (IA)	Samuel Merritt College (CA)
Northwestern College (MN)	San Jose Christian College (CA)
Norwich University (VT)	Santa Clara University (CA)
Notre Dame College (NH)	Scripps College (CA)
Notre Dame College (OH)	Seattle Pacific University (WA)
Nova Southeastern University (FL)	Seattle University (WA)
Occidental College (CA)	Seton Hill College (PA)
Oglethorpe University (GA)	Shorter College (GA)
Ohio Northern University (OH)	Siena College (NY)
Oklahoma Baptist University (OK)	Siena Heights College (MI)
Our Lady of the Lake University (TX)	Sierra Nevada College (NV)
Pace University New York Campus (NY)	Simpson College (CA)
Pacific Lutheran University (WA)	Simpson College (IA)
Pacific Oaks College (CA)	Southern Adventist University (TN)
Palm Beach Atlantic College (FL)	Southern California College (CA)
Pepperdine University (CA)	Southern Vermont College (VT)
Pfeiffer University (NC)	Southwestern College (AZ)
Piedmont College (GA)	Spalding University (KY)
Pikeville College (KY)	Spring Arbor College (MI)
Pine Manor College (MA)	Springfield College (MA)
Pittsburgh Theological Seminary (PA)	St. Ambrose University (IA)
Point Park College (PA)	St. Andrews Presbyterian College (NC)
Presbyterian College (SC)	St. Bonaventure University (NY)
Providence College (RI)	St. Edward's University (TX)
Quincy University (IL)	St. John Fisher College (NY)
Randolph-Macon College (VA)	St. John's University (NY)
Reed College (OR)	St. Mary's University (TX)
Reformed Bible College (MI)	St. Olaf College (MN)
Regent University (VA)	Stanford University (CA)
Regis College (MA)	Stetson University (FL)
Rensselaer Polytechnic Institute (NY)	Stevens Institute of Technology (NJ)
Rhodes College (TN)	Susquehanna University (PA)
Rider University (NJ)	Teachers College Columbia University (NY)

Jerkyo Post University (CT)
 Texas Christian University (TX)
 The Catholic University of America (DC)
 The Defiance College (OH)
 The Sage College (NY)
 Thomas College (ME)
 Thomas Moore College (KY)
 Trinity College of Vermont (VT)
 Tulane University (LA)
 Tusculum University (TN)
 Tuskegee University (AL)
 Union College (NE)
 Union Institute (OH)
 Union Theological Seminary and Presbyterian
 School of Christian Education (VA)
 United States International University (CA)
 University of Bridgeport (CT)
 University of Central Texas (TX)
 University of Charleston (WV)
 University Of Detroit Mercy (MI)
 University of Dubuque (IA)
 University of Hartford (CT)
 University of La Verne (CA)
 University of Miami (FL)
 University of New England (ME)
 University of Portland (OR)
 University of Richmond (VA)
 University of Rio Grande (OH)
 University of Saint Thomas (MN)
 University of San Diego (CA)
 University of San Francisco (CA)
 University of Scranton (PA)
 University of Sioux Falls (SD)
 University of the Ozarks (AR)
 University of the Pacific (CA)
 University of the South (TN)
 University of Tulsa (OK)
 Upper Iowa University (IA)
 Ursuline College (OH)
 Valparaiso University (IN)
 Villanova University (PA)
 Viterbo College (WI)
 Walsh University (OH)
 Warren Wilson College (NC)
 Warburg College (IA)
 Washington and Jefferson College (PA)
 Washington College (MD)
 Webber College (FL)
 West Virginia Wesleyan College (WV)
 Western Baptist College (OR)
 Western Maryland College (MD)
 Western New England College (MA)
 Westminster College (PA)
 Wheaton College (MA)
 Wheeling Jesuit University (WV)
 Whittier College (CA)

Widener University (PA)
 William Jewell College (MO)
 William Penn College (IA)
 William Woods University (MO)
 William Baptist College (AR)
 Wilmington College (OH)
 Wisconsin Lutheran College (WI)
 Worcester Polytechnic Institute (MA)
 York College of Pennsylvania (PA)
 Xavier University (OH)

SALARY-TREND STUDY OF FACULTY IN
PROTECTIVE SERVICES
FOR THE YEARS
1994-95 AND 1997-98

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1997-98: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Protective Services. The CIP defines the discipline/major field of Protective Services as,

A summary of groups of instructional programs that describe the principles and procedures for providing police, fire and other safety services, and for managing penal institutions.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 139--43).]

This article summarizes the overall average salary increases in the discipline/major field of Protective Services for both public and private institutions from the "baseline year" of 1994-95 to and including the "trend year" of 1997-98. Of the 305 institutions which participated in CUPA's PUBLIC study of 1994-95, 262 also participated in 1997-98. Data from those same 262 institutions were used in both the baseline year and the trend year. Of the 514 institutions which participated in CUPA's PRIVATE study of 1994-95, 387 also participated in 1997-98. Data from those same 387 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Protective Services for

both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1994-95 and 1997-98).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 29.3 for associate professors of Protective Services in the 1994-95 public study means that 29.3 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the

ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1994-95, PUBLIC 1997-98, PRIVATE 1994-95 and PRIVATE 1997-98. For example, a SALARY FACTOR of .94 for associate professors in the discipline/major field of Protective Services in the 1994-95 public study means that their average salary is six percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1994-95 or 1997-98). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Protective Services with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1994-95 and the "trend year" of 1997-98 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN
DISCIPLINE: PROTECTIVE SERVICES																		
MAJOR FIELD: Protective Services																		
PUBLIC, 1994-95																		
AVERAGE																		
SALARY	53656	124	52	43535	139	59	35971	171	72	34814	26	20	28947	40	24	42223	474	78
FAC MIX																		
PC I	26.2%			29.3%			36.1%			5.5%			8.4%			100.0%		
SALARY																		
FAC TOR	0.91			0.94			0.94			0.96			1.01			0.90		
ALL MAJOR FIELDS																		
AVERAGE																		
SALARY	58932	28035		46171	23794		38132	23157		36193	3487		28571	5559		47087	80545	262
FAC MIX																		
PC I	34.8%			29.5%			28.8%			4.3%			6.9%			100.0%		
DISCIPLINE: PROTECTIVE SERVICES																		
MAJOR FIELD: Protective Services																		
PUBLIC, 1997-98																		
AVERAGE																		
SALARY	58767	152	61	47149	156	63	38813	197	70	37285	38	27	30474	29	23	46475	534	80
FAC MIX																		
PC I	28.5%			29.2%			36.9%			7.1%			5.4%			100.0%		
SALARY																		
FAC TOR	0.91			0.94			0.95			0.95			0.98			0.90		
ALL MAJOR FIELDS																		
AVERAGE																		
SALARY	64740	28714		50192	24517		41065	22819		39286	3964		31016	5361		51420	80911	262
FAC MIX																		
PC I	34.9%			30.3%			28.2%			4.9%			6.6%			100.0%		
DISCIPLINE: PROTECTIVE SERVICES																		
MAJOR FIELD: Protective Services																		
PRIVATE, 1994-95																		
AVERAGE																		
SALARY	54143	18	12	37891	27	22	34472	36	24	29999	5	3	28606	3	3	39577	84	38
FAC MIX																		
PC I	21.4%			32.1%			42.9%			6.0%			3.6%			100.0%		
SALARY																		
FAC TOR	0.90			0.84			0.92			0.86			0.95			0.84		
ALL MAJOR FIELDS																		
AVERAGE																		
SALARY	59877	13579		45094	12852		37388	12597		34897	1749		30044	2016		46880	41044	387
FAC MIX																		
PC I	33.1%			31.3%			30.7%			4.3%			4.9%			100.0%		
DISCIPLINE: PROTECTIVE SERVICES																		
MAJOR FIELD: Protective Services																		
PRIVATE, 1997-98																		
AVERAGE																		
SALARY	52668	15	11	43696	20	15	38033	39	21	36417	6	6	31728	11	8	41132	85	30
FAC MIX																		
PC I	17.6%			23.5%			45.9%			7.1%			12.9%			100.0%		
SALARY																		
FAC TOR	0.80			0.89			0.94			0.93			0.96			0.80		
ALL MAJOR FIELDS																		
AVERAGE																		
SALARY	65803	14238		49311	13414		40563	12704		39107	2009		33099	2045		51446	42401	387
FAC MIX																		
PC I	33.6%			31.6%			30.0%			4.7%			4.8%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES: 1994-95 AND 1997-98

In the PUBLIC 1994-95 study in the above table, the discipline/major field of Protective Services was reported in 78 of the 262 public institutions. The average salary of the 474 faculty was \$42,223. This average salary was approximately 11.5 percent lower than the average salary of \$47,087 for all 80,545 faculty in ALL MAJOR FIELDS in the same 1994-95 public study.

For the PUBLIC 1997-98 salary study in the above table, Protective Services was reported in 80 of the same 262 public institutions. The average salary of the 534 faculty was \$46,475. This average salary was approximately 10.6 percent lower than the average salary of \$51,420 for all 80,911 faculty in ALL MAJOR FIELDS in the 1997-98 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Protective Services in the public institutions studied was 10.1 percent (\$46,475 minus \$42,223 equals \$4,252). The CPI of increase cost-of-living between October 1994 and October 1997 was 8.1 percent. In comparison, with the CPI, there was a relative increase in Protective Services average faculty salaries over the three-year period by 2.0 percent or an average of .7 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.2 percent (\$51,420 minus \$47,087 equals \$4,333). In comparison to the discipline/major field of Protective Services (10.1%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .9 percent less than the faculty in the discipline/major field of Protective Services.

In the 1994-95 study the faculty mix percentage in Protective Services is lower at the professor rank than at the assistant professor rank: 26.2 percent vs. 36.1 percent; and lower in the 1997-98 study; 28.5 percent vs 36.9 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.8 percent

vs 28.8 percent (1994-95) and 34.9 percent vs 28.2 percent (1997-98).

Finally, the hiring rate of new assistant professors in Protective Services in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1994-95, 5.5 percent (26/474) vs 4.3 percent (3,487/80,545) and higher in 1997-98, 7.1 percent (38/534) vs. 4.9 percent (3,964/80,911).

RESULTS OF THE TWO PRIVATE STUDIES: 1994-95 AND 1997-98

The PRIVATE 1994-95 salary study in the above table indicates that the discipline/major field of Protective Services was reported in 38 of the 387 private institutions. The average salary of the 84 faculty was \$39,577, an average salary 18.5 percent lower than the average salary of \$46,880 for all 41,044 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

In the PRIVATE 1997-98 salary study in the above table, 30 of the same 387 private institutions reported Protective Services. The average salary of the 85 faculty was \$41,132, an average salary 25.1 percent lower than the average salary of \$51,446 for all 42,401 faculty in ALL MAJOR FIELDS in the 1997-98 private study.

The three-year decrease in average salaries for all faculty in Protective Services in the private institutions studied was 3.9 percent (\$41,132 minus \$39,577 equals \$1,555). The CPI increased cost-of-living between October 1994 and October 1997 was 8.1 percent. A more realistic increase, therefore, in the average faculty salaries of Protective Services over the three-year time period, is 4.2 percent or 1.4 percent each year below the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.7 percent (\$51,446 minus \$46,880 equals \$4,566). In comparison to Protective Services (3.9%), the faculty in ALL MAJOR FIELDS increased their salaries 5.8 percent more than faculty in Protective Services.

For both studies in the discipline/major field of Protective Services, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank : 21.4 percent vs. 42.9 percent (1994-95); and 17.6 percent vs 45.9 percent (1997-98). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.1 percent vs. 30.7 percent (1994-95) and 33.6 percent vs. 30.0 percent (1997-98).

Finally, the hiring rate for new assistant professors in Protective Services was higher than the hiring rate in ALL MAJOR FIELDS in the 1994-95 private study: 6.0 percent (5/84) vs. 4.3 percent (1,749/41,044) and higher in the 1997-98 private study: 7.1 percent (6/85) vs. 4.7 percent (2,009/42,401).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Protective Services and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1994-95 through the "trend year" of 1997-98. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,177 (.5%) faculty in the discipline/major field of Protective Services participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 244,901 participating faculty. The same 262 public institutions and the same 387 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Protective Services in 1994-95 were 10 percent and 16 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00).

In both the public and private studies the average faculty salary factors for all ranks in Protective Services were 10 percent and 20 percent below the salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectfully.

Second, the October 1997 CPI reflects an 8.1 percent increase over the October 1994 CPI and indicates that the faculty in Protective Services in the public institutions received an average annual salary increase of .7 percent above the cost-of-living. In the private institutions the annual average salary increase was 1.4 percent below the cost-of-living.

Third, in both the 1994-95 and 1997-98 public and private studies in Protective Services, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Protective Services is still emerging in the academy.

Finally, the hiring rate of new assistant professors in Protective Services in the 1994-95 and 1997-98 was higher than the hiring rate of ALL MAJOR FIELDS. The hiring rate for new assistant professors in the 1994-95 and 1997-98 private studies was higher as well.

Because a significant data base of average faculty salaries in the academic discipline/major field of Protective Services has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and Education studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 9

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 10

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	GEOGRAPHY
ADMINISTRATIVE ASSISTANT/SECRETARIAL	GEOLOGY
SCIENCE, GENERAL	HISTORY, GENERAL
ANTHROPOLOGY	HOME ECONOMICS
ARCHITECTURE AND RELATED PROGRAMS	LIBRARY SCIENCE
AREA, ETHNIC, AND CULTURAL STUDIES	MARKETING MANAGEMENT AND RESEARCH
ART, GENERAL	MATHEMATICS
BIOLOGICAL SCIENCES/LIFE SCIENCES	MULTI/INTERDISCIPLINARY STUDIES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL	MUSIC, GENERAL
BUSINESS MANAGEMENT AND MANAGEMENT, GENERAL	NURSING (R. N. TRAINING)
BUSINESS MANAGERIAL ECONOMICS	OCCUPATIONAL THERAPY
CHEMISTRY, GENERAL	PARKS, RECREATION, LEISURE, & FITNESS STUDIES
COMMUNICATIONS	PHILOSOPHY AND RELIGION
COMPUTER AND INFORMATION SCIENCES	PHYSICAL SCIENCES
COUNSELOR/EDUCATION STUDENT COUNSELING AND GUIDANCE SERVICES	PHYSICAL THERAPY
CURRICULUM AND INSTRUCTION	PHYSICS, GENERAL
DRAMA/THEATER ARTS, GENERAL	POLITICAL SCIENCE, GENERAL
ECONOMICS, GENERAL	PROTECTIVE SERVICES
EDUCATION	PSYCHOLOGY
EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL	PUBLIC HEALTH, GENERAL
EDUCATION/INSTRUCTIONAL MEDIA TECH/TECHNICIAN	READING TEACHER EDUCATION
ENGINEERING	SOCIAL SCIENCES, GENERAL
ENGINEERING-RELATED TECHNOLOGIES	SOCIAL WORK
ENGLISH LANGUAGE AND LITERATURE/LETTERS	SOCIOLOGY
ENTERPRISE MANAGEMENT AND OPERATION, GENERAL	SPECIAL EDUCATION, GENERAL
FOREIGN LANGUAGES AND LITERATURES	SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
	TEACHER EDUCATION
	VISUAL AND PERFORMING ARTS
	TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Alabama State University (AL)	Frostburg State University (MD)
Alcorn State University (MS)	George Mason University (VA)
Angelo State University (TX)	Georgia College & State University (GA)
Appalachian State University (NC)	Georgia Southern University (GA)
Arizona State University West (AZ)	Georgia State University (GA)
Arkansas State University (AR)	Glenville State College (WV)
Arkansas Tech University (AR)	Grand Valley State University (MI)
Auburn University at Montgomery (AL)	Harris-Stowe State College (MO)
Augusta State University (GA)	Henderson State University (AR)
Austin Peay State University (TN)	Idaho State University (ID)
Ball State University (IN)	Illinois State University (IL)
Bemidji State University (MN)	Indiana State University (IN)
Black Hills State University (SD)	Indiana University at South Bend (IN)
Bloomsburg University of Pennsylvania (PA)	Indiana University East (IN)
Bluefield State College (WV)	Indiana University Kokomo (IN)
Bowie State University (MD)	Indiana University Northwest (IN)
Bridgewater State College (MA)	Indiana University-Purdue University Fort Wayne (IN)
California State University-Bakersfield (CA)	Indiana University-Purdue University Indianapolis (IN)
California State University-Fresno (CA)	Indiana University Southeast (IN)
California State University-Fullerton (CA)	Jacksonville State University (AL)
California State University-Northridge (CA)	James Madison University (VA)
California State University-San Marcos (CA)	Jersey City State College (NJ)
Central Michigan University (MI)	Keene State College (NH)
Central Missouri State University (MO)	Kennesaw State University (GA)
Chadron State College (NE)	Kent State University Main Campus (OH)
Christopher Newport University (VA)	Kentucky State University (KY)
Citadel, Military College of South Carolina, The (SC)	Lake Superior State University (MI)
Clarion University of Pennsylvania (PA)	Lamar University-Beaumont (TX)
Clemson University (SC)	Lander University (SC)
Cleveland State University (OH)	Langston University (OK)
Coastal Carolina University (SC)	Lewis-Clark State College (ID)
College of Charleston (SC)	Lincoln University (PA)
College of New Jersey, The (NJ)	Lock Haven University of Pennsylvania (PA)
Coppin State College (MD)	Longwood College (VA)
Dakota State University (SD)	Louisiana State University and Agricultural and Mechanical College (LA)
Delta State University (MS)	Louisiana State University in Shreveport (LA)
East Carolina University (NC)	Louisiana Tech University (LA)
East Central University (OK)	Marshall University (WV)
East Stroudsburg University of Pennsylvania (PA)	Massachusetts College of Liberal Arts (MA)
Eastern Connecticut University (CT)	Mayville State University (ND)
Eastern Illinois University (IL)	McNeese State University (LA)
Eastern New Mexico University Main Campus (NM)	Mesa State College (CO)
Edinboro University of Pennsylvania (PA)	Metropolitan State College of Denver (CO)
Emporia State University (KS)	Metropolitan State University (MN)
Ferris State University (MI)	Miami University (OH)
Fitchburg State College (MA)	Michigan Technological University (MI)
Fort Hays State University (KS)	Middle Tennessee State University (TN)
Fort Lewis College (CO)	
Francis Marion University (SC)	

Midwestern State University (TX)
 Millersville University of Pennsylvania (PA)
 Minot State University (ND)
 Mississippi State University (MS)
 Mississippi University for Women (MS)
 Missouri Southern State College (MO)
 Missouri Western State College (MO)
 Montana State University-Billings (MT)
 Montclair State University (NJ)
 Moorhead State University (MN)
 Morehead State University (KY)
 Morgan State University (MD)
 Murray State University (KY)
 New Jersey Institute of Technology (NJ)
 New Mexico State University Main Campus (NM)
 Nicholls State University (LA)
 North Carolina Central (NC)
 North Dakota State University Main Campus (ND)
 Northeast Louisiana University (LA)
 Northeastern Illinois University (IL)
 Northeastern State University (OK)
 Northern Arizona University (AZ)
 Northern Kentucky University (KY)
 Northern Michigan University (MI)
 Northwest Missouri State University (MO)
 Northwestern State University (LA)
 Oakland University (MI)
 Ohio State University Main Campus, The (OH)
 Old Dominion University (VA)
 Peru State College (NE)
 Pittsburg State University (KS)
 Plymouth State College (NH)
 Portland State University (OR)
 Purdue University Calumet (IN)
 Radford University (VA)
 Ramapo College of New Jersey (NJ)
 Rhode Island College (RI)
 Richard Stockton College of New Jersey, The (NJ)
 Rowan University (NJ)
 Rutgers, the State University of New Jersey (NJ)
 Saginaw Valley State University (MI)
 Saint Mary's College of Maryland (MD)
 Salem State College (MA)
 Salisbury State University (MD)
 Sam Houston State University (TX)
 San Francisco State University (CA)
 Shawnee State University (OH)
 Shippensburg University of Pennsylvania (PA)
 South Carolina State University (SC)
 South Dakota School of Mines and Technology (SD)
 South Dakota State University (SD)
 Southeast Missouri State University (MO)
 Southeastern Louisiana University (LA)
 Southeastern Oklahoma State University (OK)
 Southern Arkansas University (AR)
 Southern Connecticut State University (CT)
 Southern Illinois University at Carbondale (IL)
 Southern Illinois University at Edwardsville (IL)
 Southern Polytechnic State University (GA)
 Southern University and Agricultural and Mechanical College (LA)
 Southern Utah University (UT)
 Southwest Missouri State University (MO)
 Southwest State University (MN)
 Southwest Texas State University (TX)
 Southwestern Oklahoma State University (OK)
 State University of New York at Binghamton (NY)
 State University of New York at Stony Brook (NY)
 State University of New York College at Brockport (NY)
 State University of New York College at Cortland (NY)
 State University of New York College at Fredonia (NY)
 State University of New York College at Geneseo (NY)
 State University of New York College at Plattsburgh (NY)
 State University of New York Institute of Technology at Utica-Rome (NY)
 State University of West Georgia (GA)
 Tarleton State University (TX)
 Temple University (PA)
 Tennessee Technological University (TN)
 Texas A & M International University (TX)
 Texas A & M University-Commerce (TX)
 Texas A & M University-Corpus Christi (TX)
 Texas Southern University (TX)
 Texas Tech University (TX)
 Texas Woman's University (TX)
 Towson University (MD)
 Troy State University (AL)
 Truman State University (MO)
 University of Akron Main Campus, The (OH)
 University of Alabama in Huntsville (AL)
 University of Arkansas at Little Rock (AR)
 University of Central Arkansas (AR)
 University of Central Oklahoma (OK)
 University of Colorado at Denver (CO)
 University of Delaware (DE)
 University of Houston-Clear Lake (TX)
 University of Houston-Downtown (TX)
 University of Maine (ME)
 University of Maine at Farmington (ME)
 University of Maine at Fort Kent (ME)
 University of Maine at Presque Isle (ME)
 University of Massachusetts Amherst (MA)
 University of Massachusetts Boston (MA)
 University of Massachusetts Dartmouth (MA)
 University of Memphis, The (TN)
 University of Michigan-Dearborn (MI)
 University of Minnesota-Duluth (MN)

University of Minnesota-Morris (MN)
 University of Missouri-Kansas City (MO)
 University of Missouri-Saint Louis (MO)
 University of Montevallo (AL)
 University of Nebraska at Kearney (NE)
 University of Nebraska at Omaha (NE)
 University of Nevada-Las Vegas (NV)
 University of North Carolina at Asheville (NC)
 University of North Carolina at Charlotte (NC)
 University of North Carolina at Greensboro (NC)
 University of North Carolina at Pembroke (NC)
 University of North Carolina at Wilmington (NC)
 University of North Texas (TX)
 University of Northern Colorado (CO)
 University of Puerto Rico-Humacao University
 College (PR)
 University of South Alabama (AL)
 University of South Carolina-Aiken (SC)
 University of South Carolina-Spartanburg (SC)
 University of Southern Colorado (CO)
 University of Southern Indiana (IN)
 University of Southern Mississippi (MS)
 University of Southwestern Louisiana (LA)
 University of Tennessee at Chattanooga (TN)
 University of Tennessee at Martin (TN)
 University of Tennessee, Memphis (TN)
 University of Texas at Arlington (TX)
 University of Texas at Dallas (TX)
 University of Texas at El Paso (TX)
 University of Texas at San Antonio (TX)
 University of the Virgin Islands, St. Thomas (VI)
 University of Toledo (OH)
 University of West Florida (FL)
 University of Wisconsin-Eau Claire (WI)
 University of Wisconsin-Green Bay (WI)
 University of Wisconsin-La Crosse (WI)
 University of Wisconsin-Oshkosh (WI)
 University of Wisconsin-Platteville (WI)
 University of Wisconsin-Stevens Point (WI)
 University of Wisconsin-Stout (WI)
 University of Wisconsin-Superior (WI)
 University of Wisconsin-Whitewater (WI)
 Valdosta State University (GA)
 Valley City State University (ND)
 Virginia State University (VA)
 Washburn University of Topeka (KS)
 Washington State University (WA)
 Wayne State College (NE)
 Weber State University (UT)
 West Texas A & M University (TX)
 West Virginia University Institute of Technology
 (WV)
 Western Carolina University (NC)
 Western Illinois University (IL)
 Western Kentucky University (KY)
 Western Michigan University (MI)

Western Montana College of the University of
 Montanan (MT)
 Western Oregon University (OR)
 Wichita State University (KS)
 William Paterson University of New Jersey (NJ)
 Winston-Salem State University (NC)
 Winthrop University (SC)
 Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Briar Cliff College (IA)
Agnes Scott College (GA)	Brown University (RI)
Albertson College of Idaho (ID)	Bryan College (TN)
Albertus Magnus College (CT)	Bryant College (RI)
Albright College (PA)	Bryn Mawr College (PA)
Alderson-Broadbudd College (WV)	Buena Vista University (IA)
Alfred University (NY)	Butler University (IN)
Allegheny College (PA)	Cabrini College (PA)
Allentown College of St. Francis De Sales (PA)	Caldwell College (NJ)
Alma College (MI)	Calvin College (MI)
Alvernia College (PA)	Canisius College (NY)
Alverno College (WI)	Capitol College (MD)
Amherst College (MA)	Cardinal St. Ignace College (WI)
Anderson University (IN)	Carlow College (PA)
Antioch University (OH)	Case Western Reserve University (OH)
Aquinas College (MI)	Catawba College (NC)
Asbury College (KY)	Cazenovia College (NY)
Ashland University (OH)	Cedarville College (OH)
Aurora University (IL)	Central Baptist College (AR)
Avila College (MO)	Central Methodist College (MO)
Azusa Pacific University (CA)	Chapman University (CA)
Babson College (MA)	Charleston Southern University (SC)
Baker College of Flint (MI)	Christian Brothers University (TN)
Baker College of Muskegon (MI)	Christian Heritage College (CA)
Baker University (KS)	Claremont McKenna College (CA)
Baldwin-Wallace College (OH)	Clarke College (IA)
Barat College (IL)	Clarkson College (NE)
Barnard College (NY)	Clarkson University (NY)
Barry University (FL)	Colby-Sawyer College (NH)
Baylor University (WA)	College Misericordia (PA)
Beaver College (PA)	College of Notre Dame of Maryland (MD)
Bellarmino College (KY)	College of Our Lady of the Elms (MA)
Bellevue University (NE)	College of Saint Catherine (MN)
Belmont Abbey College (NC)	College of Saint Elizabeth (NJ)
Belmont University (TN)	College of Saint Mary (NE)
Benedict College (SC)	College of Saint Rose (NY)
Benedictine University (IL)	College of Saint Scholastica (MN)
Bennett College (NC)	College of the Southwest (NM)
Bentley College (MA)	Colorado Christian University (CO)
Bethany College (KS)	Columbia College (MO)
Bethel College (IN)	Columbia College (SC)
Bethel College (KS)	Columbia International University (SC)
Bethel College (MN)	Concordia College Moorhead (MN)
Birmingham-Southern College (AL)	Concordia College (NE)
Blackburn College (IL)	Concordia College (NY)
Bluefield College (VA)	Concordia University (CA)
Bradford College (MA)	Concordia University (MN)
Bradley University (IL)	Cooper Union for the Advancement of Science and Art (The) (NY)
Brandeis University (MA)	
Brenau University (GA)	

Cornerstone College and Grand Rapids Baptist
 Seminary (MI)
 Covenant College (GA)
 Creighton University (NE)
 Culver-Stockton College (MO)
 D'Youville College (NY)
 Dakota Wesleyan University (SD)
 Davidson College (NC)
 Davis & Elkins College (WV)
 DePaul University (IL)
 Dickinson College (PA)
 Doane College (NE)
 Dominican College of Blauvelt (NY)
 Dominican College of San Rafael (CA)
 Dordt College (IA)
 Drake University (IA)
 Drury College (MO)
 Duquesne University (PA)
 East Texas Baptist University (TX)
 Eastern Mennonite University (VA)
 Eckerd College (FL)
 Edgewood College (WI)
 Elizabethtown College (PA)
 Elmhurst College (IL)
 Elmira College (NY)
 Emerson College (MA)
 Emmanuel College (MA)
 Emory University (GA)
 Eureka College (IL)
 Fairfield University (CT)
 Ferrum College (VA)
 Florida Institute of Technology (FL)
 Franciscan University of Steubenville (OH)
 Franklin College of Indiana (IN)
 Freed Hardeman University (TN)
 Friends University (KS)
 Gannon University (PA)
 Gardner-Webb University (NC)
 George Washington University (DC)
 Georgetown College (KY)
 Georgian Court College (NJ)
 Golden Gate University (CA)
 Gonzaga University (WA)
 Gordon College (MA)
 Goshen College (IN)
 Grand View College (IA)
 Grinnell College (IA)
 Guilford College (NC)
 Hampton-Sydney College (VA)
 Hannibal-LaGrange College (MO)
 Hartwick College (NY)
 Hastings College (NE)
 Hilbert College (NY)
 Hiram College (OH)
 Hofstra University (NY)
 Holy Family College (PA)

Holy Names College (CA)
 Hope College (MI)
 Houghton College (NY)
 Howard University (DC)
 Husson College (ME)
 Immaculata College (PA)
 Inter American University of Puerto Rico Bayamon
 Campus (PR)
 Iona College (NY)
 Ithaca College (NY)
 Jacksonville University (FL)
 John Brown University (AR)
 John Carroll University (OH)
 John Hopkins University (MD)
 Judson College (AL)
 Juniata College (PA)
 Kalamazoo College (MI)
 Kentucky Wesleyan College (KY)
 Kenyon College (OH)
 King's College (PA)
 La Roche College (PA)
 La Salle University (PA)
 LaSierra University (CA)
 Lafayette College (PA)
 LaGrange College (GA)
 Le Moyne College (NY)
 Lebanon Valley College (PA)
 Lees-McRae College (NC)
 Lenoir-Rhyne College (NC)
 Letourneau University (TX)
 Limestone College (SC)
 Lincoln Memorial University (TN)
 Lindsay Wilson College (KY)
 Loras College (IA)
 Louisiana College (LA)
 Loyola Marymount University (CA)
 Loyola University New Orleans (LA)
 Lycoming College (PA)
 Lynchburg College (VA)
 Lyon College (AR)
 Madonna University (MI)
 Malone College (OH)
 Manhattan Christian College (KS)
 Marian College (IN)
 Marian College of Fond du lac (WI)
 Marietta College (OH)
 Marist College (NY)
 Mars Hill College (NC)
 Mary Baldwin College (VA)
 Marymount College (NY)
 Marymount University (VA)
 Maryville University of St Louis (MO)
 Marywood College (PA)
 Massachusetts Institute of Technology (MA)
 McMurray University (TX)

McPherson College (KS)
 Medaille College (NY)
 Mercer University (GA)
 Mercy College (NY)
 Meredith College (NC)
 Merrimack College (MA)
 Messiah College (PA)
 Midland Lutheran College (NE)
 Midway College (KY)
 Milligan College (TN)
 Millikin University (IL)
 Molloy College (NY)
 Monmouth University (NJ)
 Morningside College (IA)
 Morris Brown College (GA)
 Mount Olive College (NC)
 Mulhennberg College (PA)
 Muskingum College (OH)
 National University (CA)
 Neumann College (PA)
 New Hampshire College (NH)
 Niagara University (NY)
 North Carolina Wesleyan College (NC)
 North Central College (IL)
 Northeastern University (MA)
 Northland College (WI)
 Northwest College (WA)
 Northwestern College (IA)
 Northwestern College (MN)
 Norwich University (VT)
 Notre Dame College (NH)
 Notre Dame College (OH)
 Nova Southeastern University (FL)
 Occidental College (CA)
 Oglethorpe University (GA)
 Ohio Northern University (OH)
 Oklahoma Baptist University (OK)
 Our Lady of the Lake University (TX)
 Pace University New York Campus (NY)
 Pacific Lutheran University (WA)
 Pacific Oaks College (CA)
 Palm Beach Atlantic College (FL)
 Pepperdine University (CA)
 Pfeiffer University (NC)
 Piedmont College (GA)
 Pikeville College (KY)
 Pine Manor College (MA)
 Pittsburgh Theological Seminary (PA)
 Point Park College (PA)
 Presbyterian College (SC)
 Providence College (RI)
 Quincy University (IL)
 Randolph-Macon College (VA)
 Reed College (OR)
 Reformed Bible College (MI)
 Regis College (MA)

Rensselaer Polytechnic Institute (NY)
 Rhodes College (TN)
 Rider University (NJ)
 Ripon College (WI)
 Rivier College (NH)
 Roanoke College (VA)
 Robert Morris College (PA)
 Rockford College (IL)
 Rockhurst College (MO)
 Rollins College (FL)
 Roosevelt University (IL)
 Rose-Hulman Institute of Technology (IN)
 Sacred Heart University (CT)
 Saint Francis College (IN)
 Saint Francis College (PA)
 Saint John's University (MN)
 Saint Joseph's University (PA)
 Saint Mary's College (IN)
 Saint Mary's College of California (CA)
 Saint Mary's University of Minnesota (MN)
 Saint Peter's College (NJ)
 Saint Vincent College (PA)
 Saint Xavier University (IL)
 Salem College (NC)
 Salem-Teikyo University (WV)
 Salve Regina University (RI)
 Samuel Merritt College (CA)
 San Jose Christian College (CA)
 Santa Clara University (CA)
 Scripps College (CA)
 Seattle Pacific University (WA)
 Seattle University (WA)
 Seton Hill College (PA)
 Shorter College (GA)
 Siena College (NY)
 Siena Heights College (MI)
 Sierra Nevada College (NV)
 Simpson College (CA)
 Simpson College (IA)
 Southern Adventist University (TN)
 Southern California College (CA)
 Southern Vermont College (VT)
 Southwestern College (AZ)
 Spalding University (KY)
 Spring Arbor College (MI)
 Springfield College (MA)
 St. Ambrose University (IA)
 St. Andrews Presbyterian College (NC)
 St. Bonaventure University (NY)
 St. Edward's University (TX)
 St. John Fisher College (NY)
 St. John's University (NY)
 St. Mary's University (TX)
 St. Olaf College (MN)
 Stanford University (CA)
 Stetson University (FL)

Stevens Institute of Technology (NJ)
 Susquehanna University (PA)
 Teachers College, Columbia University (NY)
 Teikyo Post University (CT)
 Texas Christian University (TX)
 The Catholic University of America (DC)
 The Defiance College, (OH)
 The Sage Colleges (NY)
 Thomas College (ME)
 Thomas More College (KY)
 Trinity College of Vermont (VT)
 Tulane University (LA)
 Tusculum University (TN)
 Tuskegee University (AL)
 Union College (NY)
 Union Institute (OH)
 Union Theological Seminary and Presbyterian
 School of Christian Education (VA)
 United States International University (CA)
 University of Bridgeport (CT)
 University of Central Texas (TX)
 University of Charleston (WV)
 University of Detroit Mercy (MI)
 University of Dubuque (IA)
 University of Hartford (CT)
 University of La Verne (CA)
 University of Miami (FL)
 University of New England (ME)
 University of Portland (OR)
 University of Richmond (VA)
 University of Rio Grande (OH)
 University of Saint Thomas (MN)
 University of San Diego (CA)
 University of San Francisco (CA)
 University of Scranton (PA)
 University of Sioux Falls (SD)
 University of the Ozarks (AR)
 University of the Pacific (CA)
 University of the South (TN)
 University of Tulsa (OK)
 Upper Iowa University (IA)
 Ursuline College (OH)
 Valparaiso University (IN)
 Villanova University (PA)
 Viterbo College (WI)
 Walsh University (OH)
 Warren Wilson College (NC)
 Wartburg College (IA)
 Washington and Jefferson College (PA)
 Washington College (MD)
 Webber College (FL)
 West Virginia Wesleyan College (WV)
 Western Baptist College (OR)
 Western Maryland College (MD)
 Western New England College (MA)
 Westminster College (PA)
 Wheaton College (MA)
 Wheeling Jesuit University (WV)
 Whittier College (CA)
 Widener University (PA)
 William Jewell College (MO)
 William Penn College (IA)
 William Woods University (MO)
 Williams Baptist College (AR)
 Wilmington College (OH)
 Wisconsin Lutheran College (WI)
 Worcester Polytechnic Institute (MA)
 Xavier University (OH)
 York College of Pennsylvania (PA)

SALARY-TREND STUDY OF FACULTY IN
PSYCHOLOGY
FOR THE YEARS
1994-95 AND 1997-98

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1997-98: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs ^{*}(CIP), 1990, including Psychology. The CIP defines the discipline/major field of Psychology as,

A summary of groups of instructional programs that describe the scientific study of behavior of individuals, independently or collectively, and the physical and environmental bases of mental, emotional and neurological activity.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 136--42).]

This article summarizes the overall average salary increases in the discipline/major field of Psychology for both public and private institutions from the "baseline year" of 1994-95 to and including the "trend year" of 1997-98. Of the 305 institutions which participated in CUPA's PUBLIC study of 1994-95, 262 also participated in 1997-98. Data from those same 262 institutions were used in both the baseline year and the trend year. Of the 514 institutions which participated in CUPA's PRIVATE study of 1994-95, 387 also participated in 1997-98. Data from those same 387 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Psychology for both

public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1994-95 and 1997-98).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 27.5 for associate professors of Psychology in the 1994-95 public study means that 27.5 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the

ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1994-95, PUBLIC 1997-98, PRIVATE 1994-95 and PRIVATE 1997-98. For example, a SALARY FACTOR of .97 for associate professors in the discipline/major field of Psychology in the 1994-95 public study means that their average salary is three percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1994-95 or 1997-98). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Psychology with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1994-95 and the "trend year" of 1997-98 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

			PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
			SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN
PUBLIC, 1994-95																				
DISCIPLINE: PSYCHOLOGY																				
MAJOR FIELD: Psychology																				
AVERAGE	57062	1376	228	44698	909	211	35785	905	230	34236	160	111	30911	111	57	46944	3301	240		
SALARY																				
FAC MIX				27.5%			27.4%			4.8%			3.4%					100.0%		
PC I	41.7%												1.08					1.00		
SALARY				0.97			0.94													
FACTOR	0.97																			
ALL MAJOR FIELDS																				
AVERAGE	58932	28035		46171	23794		38132	23157		36193	3487		28571	5559		47087	80545	262		
SALARY																				
FAC MIX				29.5%			28.8%			4.3%			6.9%					100.0%		
PC I	34.8%																			
DISCIPLINE: PSYCHOLOGY																				
MAJOR FIELD: Psychology																				
AVERAGE	63271	1404	230	47895	913	218	38959	943	227	37609	212	126	31255	77	55	51455	3337	244		
SALARY																				
FAC MIX				27.4%			28.3%			6.4%			2.3%					100.0%		
PC I	42.1%									0.96			1.01					1.00		
SALARY				0.95			0.95													
FACTOR	0.98																			
ALL MAJOR FIELDS																				
AVERAGE	64740	28214		50192	24517		41065	22819		39286	3964		31016	5361		51420	80911	262		
SALARY																				
FAC MIX				30.3%			28.2%			4.9%			6.6%					100.0%		
PC I	34.9%																			
DISCIPLINE: PSYCHOLOGY																				
MAJOR FIELD: Psychology																				
AVERAGE	57009	738	266	42856	599	241	35403	534	249	33187	101	86	28216	37	33	45960	1908	341		
SALARY																				
FAC MIX				31.4%			28.0%			5.3%			1.9%					100.0%		
PC I	38.7%												0.94					0.98		
SALARY				0.95			0.95													
FACTOR	0.95																			
ALL MAJOR FIELDS																				
AVERAGE	59877	13579		45094	12852		37388	12597		34897	1749		30044	2016		46880	41044	387		
SALARY																				
FAC MIX				31.3%			30.7%			4.3%			4.9%					100.0%		
PC I	33.1%																			
DISCIPLINE: PSYCHOLOGY																				
MAJOR FIELD: Psychology																				
AVERAGE	62278	828	280	46027	613	246	38564	583	262	36594	85	73	30701	35	29	50188	2059	352		
SALARY																				
FAC MIX				29.8%			28.3%			4.1%			1.7%					100.0%		
PC I	40.2%									0.94			0.93					0.98		
SALARY				0.93			0.95													
FACTOR	0.95																			
ALL MAJOR FIELDS																				
AVERAGE	65803	14238		49311	13414		40563	12704		39107	2009		33099	2045		51446	42401	387		
SALARY																				
FAC MIX				31.6%			30.0%			4.7%			4.8%					100.0%		
PC I	33.6%																			

RESULTS OF THE TWO PUBLIC STUDIES: 1994-95 AND 1997-98

In the PUBLIC 1994-95 study in the above table, the discipline/major field of Psychology was reported in 240 of the 262 public institutions. The average salary of the 3,301 faculty was \$46,944. This average salary was approximately .2 percent lower than the average salary of \$47,047 for all 80,545 faculty in ALL MAJOR FIELDS in the same 1994-95 public study.

For the PUBLIC 1997-98 salary study in the above table, Psychology was reported in 244 of the same 262 public institutions. The average salary of the 3,337 faculty was \$51,455. This average salary was approximately 0.6 percent higher than the average salary of \$51,420 for all 80,911 faculty in ALL MAJOR FIELDS in the 1997-98 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Psychology in the public institutions studied was 9.6 percent (\$51,455 minus \$46,944 equals \$4,511). The CPI of increase cost-of-living between October 1994 and October 1997 was 8.1 percent. In comparison, with the CPI, there was a relative increase in Psychology average faculty salaries over the three-year period by 1.5 percent or an average of .5 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.2 percent (\$51,420 minus \$47,087 equals \$4,333). In comparison to the discipline/major field of Psychology (9.6%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .4 percent less than the faculty in the discipline/major field of Psychology.

In the 1994-95 study the faculty mix percentage in Psychology is higher at the professor rank than at the assistant professor rank: 41.7 percent vs. 27.4 percent; and higher in the 1997-98 study; 42.1 percent vs 28.3 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.8 percent vs 28.8 percent

(1994-95) and 34.9 percent vs 28.2 percent (1997-98).

Finally, the hiring rate of new assistant professors in Psychology in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1994-95, 4.8 percent (160/3,301) vs 4.3 percent (3,487/80,545) and higher in 1997-98, 6.4 percent (212/3,337) vs. 4.9 percent (3,964/80,911).

RESULTS OF THE TWO PRIVATE STUDIES: 1994-95 AND 1997-98

The PRIVATE 1994-95 salary study in the above table indicates that the discipline/major field of Psychology was reported in 341 of the 387 private institutions. The average salary of the 1,908 faculty was \$45,960, an average salary 2.0 percent lower than the average salary of \$46,880 for all 41,044 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

In the PRIVATE 1997-98 salary study in the above table, 352 of the same 387 private institutions reported Psychology. The average salary of the 2,059 faculty was \$50,188, an average salary 2.5 percent lower than the average salary of \$51,446 for all 42,401 faculty in ALL MAJOR FIELDS in the 1997-98 private study.

The three-year increase in average salaries for all faculty in Psychology in the private institutions studied was 9.2 percent (\$50,188 minus \$45,960 equals \$4,228). The CPI increased cost-of-living between October 1994 and October 1997 was 8.1 percent. A more realistic increase in Psychology over the three-year time is 1.1 percent or .4 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.7 percent (\$51,446 minus \$46,880 equals \$4,566). In comparison to Psychology (9.2%), the faculty in ALL MAJOR FIELDS increased their salaries .5 percent more than faculty in Psychology.

For both studies in the discipline/major field of Psychology, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank : 38.7 percent vs. 28.0 percent (1994-95); and 40.2 percent vs 28.3 percent (1997-98). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.1 percent vs. 30.7 percent (1994-95) and 33.6 percent vs. 30.0 percent (1997-98).

Finally, the hiring rate for new assistant professors in Psychology was higher than the hiring rate in ALL MAJOR FIELDS in the 1994-95 private study: 5.3 percent (101/1,908) vs. 4.3 percent (1,749/41,044) and lower in the 1997-98 private study: 4.1 percent (85/2,059) vs. 4.7 percent (2,009/42,401).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Psychology and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1994-95 through the "trend year" of 1997-98. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 10,605 (4.3%) faculty in the discipline/major field of Psychology participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 244,901 participating faculty. The same 262 public institutions and the same 387 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Psychology in 1994-95 were exactly the same and two percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00).

respectively. In both the public and private studies the average faculty salary factors for all ranks in Psychology in 1997-98 were exactly the same and two percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1997 CPI reflects an 8.1 percent increase over the October 1994 CPI and indicates that the faculty in Psychology in the public institutions received an average annual salary increase of .5 percent above the cost-of-living. In the private institutions the annual average salary increase for Psychology was .4 percent above the cost-of-living.

Third, in both the 1994-95 and 1997-98 public and private studies in Psychology, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Psychology is well established in the academy.

Finally, the hiring rate of new assistant professors in Psychology in the 1994-95 and 1997-98 public studies and in the 1994-95 and private study was higher than the hiring rate of ALL MAJOR FIELDS; however, in the 1997-98 private study the hiring rate of new assistant professors was lower than that of ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Psychology has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and Education studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
- C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	GEOGRAPHY
ADMINISTRATIVE ASSISTANT SECRETARIAL	GEOLOGY
SCIENCE, GENERAL	HISTORY, GENERAL
ANTHROPOLOGY	HOME ECONOMICS
ARCHITECTURE AND RELATED PROGRAMS	LIBRARY SCIENCE
AREA, ETHNIC, AND CULTURAL STUDIES	MARKETING MANAGEMENT AND RESEARCH
ART, GENERAL	MATHEMATICS
BIOLOGICAL SCIENCES/LIFE SCIENCES	MULTI/INTERDISCIPLINARY STUDIES
BUSINESS ADMINISTRATION AND MANAGEMENT,	MUSIC, GENERAL
GENERAL	NURSING (R. N. TRAINING)
BUSINESS MANAGEMENT AND	OCCUPATIONAL THERAPY
MANAGEMENT, GENERAL	PARKS, RECREATION, LEISURE, & FITNESS STUDIES
BUSINESS/MANAGERIAL ECONOMICS	PHILOSOPHY AND RELIGION
CHEMISTRY, GENERAL	PHYSICAL SCIENCES
COMMUNICATIONS	PHYSICAL THERAPY
COMPUTER AND INFORMATION SCIENCES	PHYSICS, GENERAL
COUNSELOR/EDUCATION STUDENT COUNSELING	POLITICAL SCIENCE, GENERAL
AND GUIDANCE SERVICES	PROTECTIVE SERVICES
CURRICULUM AND INSTRUCTION	PSYCHOLOGY
DRAMA/THEATER ARTS, GENERAL	PUBLIC HEALTH, GENERAL
ECONOMICS, GENERAL	READING TEACHER EDUCATION
EDUCATION	SOCIAL SCIENCES, GENERAL
EDUCATION ADMINISTRATION AND	SOCIAL WORK
SUPERVISION, GENERAL	SOCIOLOGY
EDUCATION/INSTRUCTIONAL MEDIA	SPECIAL EDUCATION, GENERAL
TECH/TECHNICIAN	SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
ENGINEERING	TEACHER EDUCATION
ENGINEERING-RELATED TECHNOLOGIES	VISUAL AND PERFORMING ARTS
ENGLISH LANGUAGE AND	
LITERATURE/LETTERS	
ENTERPRISE MANAGEMENT AND OPERATION,	TOTAL 53
GENERAL	
FOREIGN LANGUAGES AND LITERATURES	

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Alabama State University (AL)	Frostburg State University (MD)
Alcorn State University (MS)	George Mason University (VA)
Angelo State University (TX)	Georgia College & State University (GA)
Appalachian State University (NC)	Georgia Southern University (GA)
Arizona State University West (AZ)	Georgia State University (GA)
Arkansas State University (AR)	Glenville State College (WV)
Arkansas Tech University (AR)	Grand Valley State University (MI)
Auburn University at Montgomery (AL)	Harris-Stowe State College (MO)
Augusta State University (GA)	Henderson State University (AR)
Austin Peay State University (TN)	Idaho State University (ID)
Ball State University (IN)	Illinois State University (IL)
Benjamin Franklin State University (PA)	Indiana State University (IN)
Black Hills State University (SD)	Indiana University at South Bend (IN)
Bloomington University of Indiana (IN)	Indiana University East (IN)
Bluefield State College (WV)	Indiana University Kokomo (IN)
Bowie State University (MD)	Indiana University Northwest (IN)
Bridgewater State College (MA)	Indiana University-Purdue University Fort Wayne (IN)
California State University-Bakersfield (CA)	Indiana University-Purdue University Indianapolis (IN)
California State University-Fresno (CA)	Indiana University Southeast (IN)
California State University-Fullerton (CA)	Jacksonville State University (AL)
California State University-Northridge (CA)	James Madison University (VA)
California State University-San Marcos (CA)	Jersey City State College (NJ)
Central Michigan University (MI)	Keene State College (NH)
Central Missouri State University (MO)	Kennesaw State University (GA)
Chadron State College (NE)	Kent State University Main Campus (OH)
Christopher Newport University (VA)	Kentucky State University (KY)
Citadel, Military College of South Carolina, The (SC)	Lake Superior State University (MI)
Clarion University of Pennsylvania (PA)	Lamar University-Beaumont (TX)
Clemson University (SC)	Lander University (SC)
Cleveland State University (OH)	Langston University (OK)
Coastal Carolina University (NC)	Lewis-Clark State College (ID)
College of Charleston (SC)	Lincoln University (PA)
College of New Jersey, The (NJ)	Lock Haven University of Pennsylvania (PA)
Coppin State College (MD)	Longwood College (VA)
Dakota State University (SD)	Louisiana State University and Agricultural and Mechanical College (LA)
Delta State University (MS)	Louisiana State University in Shreveport (LA)
East Carolina University (NC)	Louisiana Tech University (LA)
East Central University (OK)	Marshall University (WV)
East Stroudsburg University of Pennsylvania (PA)	Massachusetts College of Liberal Arts (MA)
Eastern Connecticut University (CT)	Mayville State University (ND)
Eastern Illinois University (IL)	McNeese State University (LA)
Eastern New Mexico University Main Campus (NM)	Mesa State College (CO)
Edinboro University of Pennsylvania (PA)	Metropolitan State College of Denver (CO)
Emporia State University (KS)	Metropolitan State University (MN)
Ferris State University (MI)	Miami University (OH)
Fitchburg State College (MA)	Michigan Technological University (MI)
Fort Hays State University (KS)	Middle Tennessee State University (TN)
Fort Lewis College (CO)	
Francis Marion University (SC)	

Midwestern State University (TX)
 Millersville University of Pennsylvania (PA)
 Minot State University (ND)
 Mississippi State University (MS)
 Mississippi University for Women (MS)
 Missouri Southern State College (MO)
 Missouri Western State College (MO)
 Montana State University-Billings (MT)
 Montclair State University (NJ)
 Moorhead State University (MN)
 Morehead State University (KY)
 Morgan State University (MD)
 Murray State University (KY)
 New Jersey Institute of Technology (NJ)
 New Mexico State University Main Campus (NM)
 Nicholls State University (LA)
 North Carolina Central (NC)
 North Dakota State University Main Campus (ND)
 Northeast Louisiana University (LA)
 Northeastern Illinois University (IL)
 Northeastern State University (OK)
 Northern Arizona University (AZ)
 Northern Kentucky University (KY)
 Northern Michigan University (MI)
 Northwest Missouri State University (MO)
 Northwestern State University (LA)
 Oakland University (MI)
 Ohio State University Main Campus, The (OH)
 Old Dominion University (VA)
 Penn State College (NE)
 Pittsburg State University (KS)
 Plymouth State College (NH)
 Portland State University (OR)
 Purdue University Calumet (IN)
 Radford University (VA)
 Ramapo College of New Jersey (NJ)
 Rhode Island College (RI)
 Richard Stockton College of New Jersey, The (NJ)
 Rowan University (NJ)
 Rutgers, the State University of New Jersey (NJ)
 Saginaw Valley State University (MI)
 Saint Mary's College of Maryland (MD)
 Salem State College (MA)
 Salisbury State University (MD)
 Sam Houston State University (TX)
 San Francisco State University (CA)
 Shawnee State University (OH)
 Shippensburg University of Pennsylvania (PA)
 South Carolina State University (SC)
 South Dakota School of Mines and Technology (SD)
 South Dakota State University (SD)
 Southeast Missouri State University (MO)
 Southeastern Louisiana University (LA)
 Southeastern Oklahoma State University (OK)
 Southern Arkansas University (AR)
 Southern Connecticut State University (CT)
 Southern Illinois University at Carbondale (IL)
 Southern Illinois University at Edwardsville (IL)
 Southern Polytechnic State University (GA)
 Southern University and Agricultural and Mechanical College (LA)
 Southern Utah University (UT)
 Southwest Missouri State University (MO)
 Southwest State University (MN)
 Southwest Texas State University (TX)
 Southwestern Oklahoma State University (OK)
 State University of New York at Binghamton (NY)
 State University of New York at Stony Brook (NY)
 State University of New York College at Brockport (NY)
 State University of New York College at Cortland (NY)
 State University of New York College at Fredonia (NY)
 State University of New York College at Geneseo (NY)
 State University of New York College at Plattsburgh (NY)
 State University of New York Institute of Technology at Utica-Rome (NY)
 State University of West Georgia (GA)
 Tarleton State University (TX)
 Temple University (PA)
 Tennessee Technological University (TN)
 Texas A & M International University (TX)
 Texas A & M University-Commerce (TX)
 Texas A & M University-Corpus Christi (TX)
 Texas Southern University (TX)
 Texas Tech University (TX)
 Texas Woman's University (TX)
 Towson University (MD)
 Troy State University (AL)
 Truman State University (MO)
 University of Akron Main Campus, The (OH)
 University of Alabama in Huntsville (AL)
 University of Arkansas at Little Rock (AR)
 University of Central Arkansas (AR)
 University of Central Oklahoma (OK)
 University of Colorado at Denver (CO)
 University of Delaware (DE)
 University of Houston-Clear Lake (TX)
 University of Houston-Downtown (TX)
 University of Maine (ME)
 University of Maine at Farmington (ME)
 University of Maine at Fort Kent (ME)
 University of Maine at Presque Isle (ME)
 University of Massachusetts Amherst (MA)
 University of Massachusetts Boston (MA)
 University of Massachusetts Dartmouth (MA)
 University of Memphis, The (TN)
 University of Michigan-Dearborn (MI)
 University of Minnesota-Duluth (MN)

University of Minnesota-Morris (MN)
 University of Missouri-Kansas City (MO)
 University of Missouri-Saint Louis (MO)
 University of Montevallo (AL)
 University of Nebraska at Kearney (NE)
 University of Nebraska at Omaha (NE)
 University of Nevada-Las Vegas (NV)
 University of North Carolina at Asheville (NC)
 University of North Carolina at Charlotte (NC)
 University of North Carolina at Greensboro (NC)
 University of North Carolina at Pembroke (NC)
 University of North Carolina at Wilmington (NC)
 University of North Texas (TX)
 University of Northern Colorado (CO)
 University of Puerto Rico Humacao University
 College (PR)
 University of South Alabama (AL)
 University of South Carolina-Aiken (SC)
 University of South Carolina-Spartanburg (SC)
 University of Southern Colorado (CO)
 University of Southern Indiana (IN)
 University of Southern Mississippi (MS)
 University of Southwestern Louisiana (LA)
 University of Tennessee at Chattanooga (TN)
 University of Tennessee at Martin (TN)
 University of Tennessee, Memphis (TN)
 University of Texas at Arlington (TX)
 University of Texas at Dallas (TX)
 University of Texas at El Paso (TX)
 University of Texas at San Antonio (TX)
 University of the Virgin Islands, St. Thomas (VI)
 University of Toledo (OH)
 University of West Florida (FL)
 University of Wisconsin-Eau Claire (WI)
 University of Wisconsin-Green Bay (WI)
 University of Wisconsin-La Crosse (WI)
 University of Wisconsin-Oshkosh (WI)
 University of Wisconsin-Platteville (WI)
 University of Wisconsin-Stevens Point (WI)
 University of Wisconsin-Stout (WI)
 University of Wisconsin-Superior (WI)
 University of Wisconsin-Whitewater (WI)
 Valdosta State University (GA)
 Valley City State University (ND)
 Virginia State University (VA)
 Washburn University of Topeka (KS)
 Washington State University (WA)
 Wayne State College (NE)
 Weber State University (UT)
 West Texas A & M University (TX)
 West Virginia University Institute of Technology
 (WV)
 Western Carolina University (NC)
 Western Illinois University (IL)
 Western Kentucky University (KY)
 Western Michigan University (MI)

Western Montana College of the University of
 Montanan (MT)
 Western Oregon University (OR)
 Wichita State University (KS)
 William Paterson University of New Jersey (NJ)
 Winston-Salem State University (NC)
 Winthrop University (SC)
 Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Brown University (RI)
Agnes Scott College (GA)	Bryan College (TN)
Albertson College of Idaho (ID)	Bryant College (RI)
Albertus Magnus College (CT)	Bryn Mawr College (PA)
Albright College (PA)	Buena Vista University (IA)
Alderson-Broaddus College (WV)	Butler University (IN)
Alfred University (NY)	Cabrini College (PA)
Allegheny College (PA)	Caldwell College (NJ)
Allentown College of St. Francis De Sales (PA)	Calvin College (MI)
Alma College (MI)	Canisius College (NY)
Alvernia College (PA)	Capitol College (MD)
Alverno College (WI)	Cardinal Stritch College (WI)
Amherst College (MA)	Carlow College (PA)
Anderson University (IN)	Case Western Reserve University (OH)
Aquinas College (MI)	Catawba College (NC)
Asbury College (KY)	Cazenovia College (NY)
Ashland University (OH)	Cedarville College (OH)
Aurora University (IL)	Central Baptist College (AR)
Avila College (MO)	Central Methodist College (MO)
Azusa Pacific University (CA)	Chapman University (CA)
Babson College (MA)	Charleston Southern University (SC)
Baker College of Flint (MI)	Christian Brothers University (TN)
Baker College of Muskegon (MI)	Christian Heritage College (CA)
Baker University (KS)	Claremont McKenna College (CA)
Baldwin-Wallace College (OH)	Clarke College (IA)
Barat College (IL)	Clarkson College (NE)
Barnard College (NY)	Clarkson University (NY)
Barry University (FL)	Colby-Sawyer College (NH)
Bastyr University (WA)	College Misericordia (PA)
Beaver College (PA)	College of Notre Dame of Maryland (MD)
Bellarmine College (KY)	College of Our Lady of the Flms (MA)
Bellevue University (NE)	College of Saint Catherine (MN)
Belmont Abbey College (NC)	College of Saint Elizabeth (NJ)
Belmont University (TN)	College of Saint Mary (NE)
Benedict College (SC)	College of Saint Rose (NY)
Benedictine University (IL)	College of Saint Scholastica (MN)
Bennett College (NC)	College of the Southwest (NM)
Bentley College (MA)	Colorado Christian University (CO)
Bethany College (KS)	Columbia College (MO)
Bethel College (IN)	Columbia College (SC)
Bethel College (KS)	Columbia International University (SC)
Bethel College (MN)	Concordia College (NE)
Birmingham-Southern College (AL)	Concordia College (NY)
Blackburn College (IL)	Concordia College Moorhead (MN)
Bluefield College (VA)	Concordia College Saint Paul (MN)
Bradford College (MA)	Concordia University (CA)
Bradley University (IL)	Cooper Union for the Advancement of Science and Art, (The) (NY)
Brandeis University (MA)	Cornerstone College (MI)
Brenau University (GA)	Covenant College (GA)
Briar Cliff College (IA)	

Creighton University (NE)
 Culver-Stockton College (MO)
 D'Youville College (NY)
 Dakota Wesleyan University (SD)
 Davidson College (NC)
 Davis & Elkins College (WV)
 DePaul University (IL)
 Dickinson College (PA)
 Doane College (NE)
 Dominican College of Blauvelt (NY)
 Dominion College of San Rafael (CA)
 Dordt College (IA)
 Drake University (IA)
 Duury College (MO)
 Duquesne University (PA)
 East Texas Baptist University (TX)
 Eastern Mennonite University (VA)
 Eckerd College (FL)
 Edgewood College (WI)
 Elizabethtown College (PA)
 Elmhurst College (IL)
 Elmira College (NY)
 Emerson College (MA)
 Emmanuel College (MA)
 Emory University (GA)
 Eureka College (IL)
 Fairfield University (CT)
 Ferrum College (VA)
 Florida Institute of Technology (FL)
 Franciscan University of Steubenville (OH)
 Franklin College of Indiana (IN)
 Freed-Hardeman University (TN)
 Friends University (KS)
 Gannon University (PA)
 Gardner-Webb University (NC)
 George Washington University (DC)
 Georgetown College (KY)
 Georgian Court College (NJ)
 Golden Gate University (CA)
 Gonzaga University (WA)
 Gordon College (MA)
 Goshen College (IN)
 Grand View College (IA)
 Grinnell College (IA)
 Guilford College (NC)
 Hampton-Sydney College (VA)
 Hannibal-LaGrange College (MO)
 Hartwick College (NY)
 Hastings College (NE)
 Hilbert College (NY)
 Hiram College (OH)
 Hofstra University (NY)
 Holy Family College (PA)
 Holy Names College (CA)
 Hope College (MI)
 Houghton College (NY)
 Howard College (DC)
 Husson College (ME)
 Immaculata College (PA)
 Inter American University of Puerto Rico
 Barranquitas (PR)
 Iona College (NY)
 Ithaca College (NY)
 Jacksonville University (FL)
 John Brown University (AR)
 John Carroll University (OH)
 John Hopkins University (MD)
 Judson College (AL)
 Juniata College (PA)
 Kalamazoo College (MI)
 Kentucky Wesleyan College (KY)
 Kenyon College (OH)
 Kings's College (PA)
 La Roche College (PA)
 La Salle University (PA)
 La Sierra University (CA)
 Lafayette College (PA)
 LaGrange College (GA)
 Le Moyne College (NY)
 Lebanon Valley College (PA)
 Lees-McRae College (NC)
 Lenoir-Rhyne College (NC)
 LeTourneau University (TX)
 Limestone College (SC)
 Lincoln Memorial University (TN)
 Lindsey Wilson College (KY)
 Loras College (IA)
 Louisiana College (LA)
 Loyla Marymount University (CA)
 Loyola University New Orleans (LA)
 Lycoming College (PA)
 Lynchburg College (VA)
 Lyon College (AR)
 Madonna University (MI)
 Malone College (OH)
 Manhattan Christian College (KS)
 Marion College (IN)
 Marion College of Fond du lac (WI)
 Marietta College (OH)
 Marist College (NY)
 Mars Hill College (NC)
 Mary Baldwin College (VA)
 Marymount College (NY)
 Marymount University (VA)
 Maryville University of St. Louis (MO)
 Marywood College (PA)
 Massachusetts Institute of Technology (MA)
 McMurry University (TX)
 McPherson College (KS)
 Medaille College (NY)
 Mercer University (GA)
 Mercy College (NY)

Meredith College (NC)	Ripon College (WI)
Merrimack College (MA)	Rivier College (NH)
Messiah College (PA)	Roanoke College (VA)
Midland Lutheran College (NE)	Robert Morris College (PA)
Midway College (KY)	Rockford College (IL)
Milligan College (TN)	Rockhurst College (MO)
Millikin University (IL)	Rollins College (FL)
Molloy College (NY)	Roosevelt University (IL)
Monmouth College (NJ)	Rose-Hulman Institute of Technology (IN)
Morningside College (IA)	Sacred Heart University (CT)
Morris Brown College (GA)	Saint Francis College (IN)
Mount Olive College (NC)	Saint Francis College (PA)
Mulhensberg College (PA)	Saint John's University (MN)
Muskingum College (OH)	Saint Joseph's University (PA)
National University (CA)	Saint Mary's College (IN)
Neumann College (PA)	Saint Mary's College of California (CA)
New Hampshire College (NH)	Saint Mary's University of Minnesota (MN)
Niagara University (NY)	Saint Peter's College (NJ)
North Carolina Wesleyan College (NC)	Saint Vincent College (PA)
North Central College (IL)	Saint Xavier University (IL)
Northeastern University (MA)	Salem College (NC)
Northland College (WI)	Salem-Teikyo University (WV)
Northwest College (WA)	Salve Regina University (RI)
Northwestern College (IA)	Samuel Merritt College (CA)
Northwestern College (MN)	San Jose Christian College (CA)
Norwich University (VT)	Santa Clara University (CA)
Notre Dame College (NH)	Scripps College (CA)
Notre Dame College (OH)	Seattle Pacific University (WA)
Nova Southeastern University (FL)	Seattle University (WA)
Occidental College (CA)	Seton Hill College (PA)
Oglethorpe University (GA)	Shorter College (GA)
Ohio Northern University (OH)	Siena College (NY)
Oklahoma Baptist University (OK)	Siena Heights College (MI)
Our Lady of the Lake University (TX)	Sierra Nevada College (NV)
Pace University New York Campus (NY)	Simpson College (CA)
Pacific Lutheran University (WA)	Simpson College (IA)
Pacific Oaks College (CA)	Southern Adventist University (TN)
Palm Beach Atlantic College (FL)	Southern California College (CA)
Pepperdine University (CA)	Southern Vermont College (VT)
Pfeiffer University (NC)	Southwestern College (AZ)
Piedmont College (GA)	Spalding University (KY)
Pikeville College (KY)	Spring Arbor College (MI)
Pine Manor College (MA)	Springfield College (MA)
Pittsburgh Theological Seminary (PA)	St. Ambrose University (IA)
Point Park College (PA)	St. Andrews Presbyterian College (NC)
Presbyterian College (SC)	St. Bonaventure University (NY)
Providence College (RI)	St. Edward's University (TX)
Quincy University (IL)	St. John Fisher College (NY)
Randolph-Macon College (VA)	St. John's University (NY)
Reed College (OR)	St. Mary's University (TX)
Reformed Bible College (MI)	St. Olaf College (MN)
Regent University (VA)	Stanford University (CA)
Regis College (MA)	Stetson University (FL)
Rensselaer Polytechnic Institute (NY)	Stevens Institute of Technology (NJ)
Rhodes College (TN)	Susquehanna University (PA)
Rider University (NJ)	Teachers College Columbia University (NY)

Teikyo Post University (CT)	Widener University (PA)
Texas Christian University (TX)	William Jewell College (MO)
The Catholic University of America (DC)	William Penn College (IA)
The Defiance College (OH)	William Woods University (MO)
The Sage College (NY)	William Baptist College (AR)
Thomas College (ME)	Wilmington College (OH)
Thomas Moore College (KY)	Wisconsin Lutheran College (WI)
Trinity College of Vermont (VT)	Worcester Polytechnic Institute (MA)
Tulane University (LA)	York College of Pennsylvania (PA)
Tusculum University (TN)	Xavier University (OH)
Tuskegee University (AL)	
Union College (NE)	
Union Institute (OH)	
Union Theological Seminary and Presbyterian School of Christian Education (VA)	
United States International University (CA)	
University of Bridgeport (CT)	
University of Central Texas (TX)	
University of Charleston (WV)	
University Of Detroit Mercy (MI)	
University of Dubuque (IA)	
University of Hartford (CT)	
University of La Verne (CA)	
University of Miami (FL)	
University of New England (ME)	
University of Portland (OR)	
University of Richmond (VA)	
University of Rio Grande (OH)	
University of Saint Thomas (MN)	
University of San Diego (CA)	
University of San Francisco (CA)	
University of Scranton (PA)	
University of Sioux Falls (SD)	
University of the Ozarks (AR)	
University of the Pacific (CA)	
University of the South (TN)	
University of Tulsa (OK)	
Upper Iowa University (IA)	
Ursuline College (OH)	
Valparaiso University (IN)	
Villanova University (PA)	
Viterbo College (WI)	
Walsh University (OH)	
Warren Wilson College (NC)	
Wartburg College (IA)	
Washington and Jefferson College (PA)	
Washington College (MD)	
Webber College (FL)	
West Virginia Wesleyan College (WV)	
Western Baptist College (OR)	
Western Maryland College (MD)	
Western New England College (MA)	
Westminster College (PA)	
Wheaton College (MA)	
Wheeling Jesuit University (WV)	
Whittier College (CA)	

Teikyo Post University (CT)
 Texas Christian University (TX)
 The Catholic University of America (DC)
 The Defiance College (OH)
 The Sage College (NY)
 Thomas College (ME)
 Thomas Moore College (KY)
 Trinity College of Vermont (VT)
 Tulane University (LA)
 Tusculum University (TN)
 Tuskegee University (AL)
 Union College (NE)
 Union Institute (OH)
 Union Theological Seminary and Presbyterian
 School of Christian Education (VA)
 United States International University (CA)
 University of Bridgeport (CT)
 University of Central Texas (TX)
 University of Charleston (WV)
 University Of Detroit Mercy (MI)
 University of Dubuque (IA)
 University of Hartford (CT)
 University of La Verne (CA)
 University of Miami (FL)
 University of New England (ME)
 University of Portland (OR)
 University of Richmond (VA)
 University of Rio Grande (OH)
 University of Saint Thomas (MN)
 University of San Diego (CA)
 University of San Francisco (CA)
 University of Scranton (PA)
 University of Sioux Falls (SD)
 University of the Ozarks (AR)
 University of the Pacific (CA)
 University of the South (TN)
 University of Tulsa (OK)
 Upper Iowa University (IA)
 Ursuline College (OH)
 Valparaiso University (IN)
 Villanova University (PA)
 Viterbo College (WI)
 Walsh University (OH)
 Warren Wilson College (NC)
 Warburg College (IA)
 Washington and Jefferson College (PA)
 Washington College (MD)
 Webber College (FL)
 West Virginia Wesleyan College (WV)
 Western Baptist College (OR)
 Western Maryland College (MD)
 Western New England College (MA)
 Westminster College (PA)
 Wheaton College (MA)
 Wheeling Jesuit University (WV)
 Whittier College (CA)

Widener University (PA)
 William Jewell College (MO)
 William Penn College (IA)
 William Woods University (MO)
 William Baptist College (AR)
 Wilmington College (OH)
 Wisconsin Lutheran College (WI)
 Worcester Polytechnic Institute (MA)
 York College of Pennsylvania (PA)
 Xavier University (OH)

SALARY-TREND STUDY OF FACULTY IN
PUBLIC HEALTH, GENERAL
FOR THE YEARS
1994-95 AND 1997-98

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1997-98: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Public Health, General. The CIP defines the discipline major field of Public Health, General as,

A summary of groups of instructional programs that prepare individuals to provide publicly supervised health services to community, regional, national and international health services.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 183--51.22).]

This article summarizes the overall average salary increases in the discipline/major field of Public Health, General for both public and private institutions from the "baseline year" of 1994-95 to and including the "trend year" of 1997-98. Of the 305 institutions which participated in CUPA's PUBLIC study of 1994-95, 262 also participated in 1997-98. Data from those same 262 institutions were used in both the baseline year and the trend year. Of the 514 institutions which participated in CUPA's PRIVATE study of 1994-95, 387 also participated in 1997-98. Data from those same 387 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Public Health, General

for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1994-95 and 1997-98).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 31.8 for associate professors of Public Health, General in the 1994-95 public study means that 31.8 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the

ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1994-95, PUBLIC 1997-98, PRIVATE 1994-95 and PRIVATE 1997-98. For example, a SALARY FACTOR of .99 for associate professors in the discipline/major field of Public Health, General in the 1994-95 public study means that their average salary is one percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1994-95 or 1997-98). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Public Health, General with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1994-95 and the "trend year" of 1997-98 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

			PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN
PUBLIC, 1994-95																				
DISCIPLINE: HEALTH SCIENCES																				
MAJOR FIELD: Public Health, General																				
AVERAGE																				
SALARY	57598	123	32	45889	143	38	37737	147	40	33982	14	10	33126	37	16	45377	450	45		
FAC MIX																				
PC I	27.3%			31.8%			32.7%			3.1%			8.2%			100.0%				
SALARY																				
FACTOR	0.98			0.99			0.99			0.94			1.16			0.96				
ALL MAJOR FIELDS																				
AVERAGE																				
SALARY	58932	28035		46171	23794		38132	23157		36193	3487		28571	5559		47087	80545	262		
FAC MIX																				
PC I	34.8%			29.5%			28.8%			4.3%			6.9%			100.0%				
DISCIPLINE: HEALTH SCIENCES																				
MAJOR FIELD: Public Health, General																				
PUBLIC, 1997-98																				
AVERAGE																				
SALARY	62842	79	24	48900	88	32	41468	115	33	37953	22	13	33743	38	18	47871	320	39		
FAC MIX																				
PC I	24.7%			27.5%			35.9%			6.9%			11.9%			100.0%				
SALARY																				
FACTOR	0.97			0.97			1.01			0.97			1.09			0.93				
ALL MAJOR FIELDS																				
AVERAGE																				
SALARY	64740	28214		50192	24517		41065	22819		39286	3964		31016	5361		51420	80911	262		
FAC MIX																				
PC I	34.9%			30.3%			28.2%			4.9%			6.6%			100.0%				
DISCIPLINE: HEALTH SCIENCES																				
MAJOR FIELD: Public Health, General																				
PRIVATE, 1994-95																				
AVERAGE																				
SALARY	71417	77	4	50061	70	7	40133	75	9	35367	3	2	34508	25	5	52130	247	12		
FAC MIX																				
PC I	31.2%			28.3%			30.4%			1.2%			10.1%			100.0%				
SALARY																				
FACTOR	1.19			1.11			1.07			1.01			1.15			1.11				
ALL MAJOR FIELDS																				
AVERAGE																				
SALARY	59877	13579		45094	12852		37388	12597		34897	1749		30044	2016		46880	41044	387		
FAC MIX																				
PC I	33.1%			31.3%			30.7%			4.3%			4.9%			100.0%				
DISCIPLINE: HEALTH SCIENCES																				
MAJOR FIELD: Public Health, General																				
PRIVATE, 1997-98																				
AVERAGE																				
SALARY	106565	98	6	67755	81	12	56190	71	12	54349	12	6	42624	22	5	76686	272	20		
FAC MIX																				
PC I	36.0%			29.8%			26.1%			4.4%			8.1%			100.0%				
SALARY																				
FACTOR	1.62			1.37			1.39			1.39			1.29			1.49				
ALL MAJOR FIELDS																				
AVERAGE																				
SALARY	65803	14238		49311	13414		40563	12704		39107	2009		33099	2045		51446	42401	387		
FAC MIX																				
PC I	33.6%			31.6%			30.0%			4.7%			4.8%			100.0%				

RESULTS OF THE TWO PUBLIC STUDIES: 1994-95 AND 1997-98

In the PUBLIC 1994-95 study in the above table, the discipline/major field of Public Health, General was reported in 45 of the 262 public institutions. The average salary of the 450 faculty was \$45,377. This average salary was approximately 3.8 percent lower than the average salary of \$47,087 for all 80,545 faculty in ALL MAJOR FIELDS in the same 1994-95 public study.

For the PUBLIC 1997-98 salary study in the above table, Public Health, General was reported in 39 of the same 262 public institutions. The average salary of the 320 faculty was \$47,871. This average salary was approximately 7.4 percent lower than the average salary of \$51,420 for all 80,911 faculty in ALL MAJOR FIELDS in the 1997-98 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Public Health, General in the public institutions studied was 5.5 percent (\$47,871 minus \$45,377 equals \$2,494). The CPI of increase cost-of-living between October 1994 and October 1997 was 8.1 percent. In comparison, with the CPI, there was a relative increase in Public Health, General average faculty salaries over the three-year period by 2.6 percent or an average of .9 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.2 percent (\$51,420 minus \$47,087 equals \$4,333). In comparison to the discipline/major field of Public Health, General (5.5%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 3.7 percent more than the faculty in the discipline major field of Public Health, General.

In the 1994-95 study the faculty mix percentage in Public Health, General is lower at the professor rank than at the assistant professor rank: 27.3 percent vs. 32.7 percent; in the 1997-98 study it is lower at the professor rank than at the assistant professor rank: 24.7 percent vs. 35.9 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor

in ALL MAJOR FIELDS for both public studies are 34.8 percent vs 28.8 percent (1994-95) and 34.9 percent vs 28.2 percent (1997-98).

Finally, the hiring rate of new assistant professors in Public Health, General in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1994-95, 3.1 percent (14/450) vs 4.3 percent (3,487/80,545) and higher in 1997-98, 6.9 percent (22/320) vs. 4.9 percent (3,964/80,911).

RESULTS OF THE TWO PRIVATE STUDIES: 1994-95 AND 1997-98

The PRIVATE 1994-95 salary study in the above table indicates that the discipline/major field of Public Health, General was reported in 12 of the 387 private institutions. The average salary of the 247 faculty was \$52,130, an average salary 11.2 percent higher than the average salary of \$46,880 for all 41,044 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

In the PRIVATE 1997-98 salary study in the above table, 20 of the same 387 private institutions reported Public Health, General. The average salary of the 272 faculty was \$76,686, an average salary 49.1 percent higher than the average salary of \$51,446 for all 42,401 faculty in ALL MAJOR FIELDS in the 1997-98 private study.

The three-year increase in average salaries for all faculty in Public Health, General in the private institutions studied was 47.1 percent (\$76,686 minus \$52,130 equals \$24,556). The CPI increased cost-of-living between October 1994 and October 1997 was 8.1 percent. A more realistic increase, therefore, in the average faculty salaries of Public Health, General over the three-year time period, is 39 percent or 13 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.7 percent (\$51,446 minus \$46,880 equals \$4,566). In comparison to Public Health, General (47.1%), the faculty in ALL MAJOR FIELDS increased their salaries 37.4

percent (47.1% minus 9.7% equals 37.4%) less than faculty in Public Health, General.

In the 1994-95 studies in the discipline/major field of Public Health, General, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank: 31.2 percent vs. 30.4 percent. However, in the 1997-98 study the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank: 36.0 percent vs. 26.1 percent. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.1 percent vs. 30.7 percent (1994-95) and 33.6 percent vs. 30.0 percent (1997-98).

Finally, the hiring rate for new assistant professors in Public Health, General was lower than the hiring rate in ALL MAJOR FIELDS in the 1994-95 private study: 1.2 percent (3/247) vs. 4.3 percent (1,749/41,044) and lower in the 1997-98 private study: 4.4 percent (12/272) vs. 4.7 percent (2,009/42,401).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Public Health, General and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1994-95 through the "trend year" of 1997-98. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,289 (.5%) faculty in the discipline/major field of Public Health, General participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 244,901 participating faculty. The same 262 public institutions and the same 387 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty

salary factors in the discipline/major field of Public Health, General in 1994-95 were four percent below and 11 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Public Health, General in 1997-98 were seven percent below and 49 percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1997 CPI reflects an 8.1 percent increase over the October 1994 CPI and indicates that the faculty in Public Health, General in the public institutions received an average annual salary increase of .9 percent below the cost-of-living. In the private institutions the annual average salary increase was 13 percent above the cost-of-living.

Third, in both the 1994-95 and 1997-98 public studies in the discipline/major field of Public Health, General, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank. In the private 1994-95 and 1997-98 studies the professor rank FAC MIX PCTs is higher than that for the assistant professor rank. These data indicate that in both the public and private studies the discipline/major field of Public Health, General is still an emerging discipline/field in the academy.

Finally, the hiring rate of new assistant professors in the discipline/major field of Public Health, General in the 1994-95 public study and the 1994-95 and 1997-98 private studies were lower than the hiring rate of ALL MAJOR FIELDS. However, in 1997-98 public study, the hiring rate for new assistant professors in the discipline/major field of Public Health, General was higher than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Public Health, General has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and Education studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 10**
- B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11**
- C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14**

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	GEOGRAPHY
ADMINISTRATIVE ASSISTANT/SECRETARIAL	GEOLOGY
SCIENCE, GENERAL	HISTORY, GENERAL
ANTHROPOLOGY	HOME ECONOMICS
ARCHITECTURE AND RELATED PROGRAMS	LIBRARY SCIENCE
AREA, ETHNIC, AND CULTURAL STUDIES	MARKETING MANAGEMENT AND RESEARCH
ART, GENERAL	MATHEMATICS
BIOLOGICAL SCIENCES/LIFE SCIENCES	MULTI/INTERDISCIPLINARY STUDIES
BUSINESS ADMINISTRATION AND MANAGEMENT,	MUSIC, GENERAL
GENERAL	NURSING (R. N. TRAINING)
BUSINESS MANAGEMENT AND	OCCUPATIONAL THERAPY
MANAGEMENT, GENERAL	PARKS, RECREATION, LEISURE, & FITNESS STUDIES
BUSINESS/MANAGERIAL ECONOMICS	PHILOSOPHY AND RELIGION
CHEMISTRY, GENERAL	PHYSICAL SCIENCES
COMMUNICATIONS	PHYSICAL THERAPY
COMPUTER AND INFORMATION SCIENCES	PHYSICS, GENERAL
COUNSELOR EDUCATION/STUDENT COUNSELING	POLITICAL SCIENCE, GENERAL
AND GUIDANCE SERVICES	PROTECTIVE SERVICES
CURRICULUM AND INSTRUCTION	PSYCHOLOGY
DRAMA/THEATER ARTS, GENERAL	PUBLIC HEALTH, GENERAL
ECONOMICS, GENERAL	READING TEACHER EDUCATION
EDUCATION	SOCIAL SCIENCES, GENERAL
EDUCATION ADMINISTRATION AND	SOCIAL WORK
SUPERVISION, GENERAL	SOCIOLOGY
EDUCATION/INSTRUCTIONAL MEDIA	SPECIAL EDUCATION, GENERAL
TECH TECHNICIAN	SPEECH/LANGUAGE PATHOLOGY AND AUDIOLOGY
ENGINEERING	TEACHER EDUCATION
ENGINEERING-RELATED TECHNOLOGIES	VISUAL AND PERFORMING ARTS
ENGLISH LANGUAGE AND	
LITERATURE/LETTERS	
ENTERPRISE MANAGEMENT AND OPERATION,	TOTAL 53
GENERAL	
FOREIGN LANGUAGES AND LITERATURES	

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Alabama State University (AL)	Frostburg State University (MD)
Alcorn State University (MS)	George Mason University (VA)
Angelo State University (TX)	Georgia College & State University (GA)
Appalachian State University (NC)	Georgia Southern University (GA)
Arizona State University West (AZ)	Georgia State University (GA)
Arkansas State University (AR)	Glennville State College (WV)
Arkansas Tech University (AR)	Grand Valley State University (MI)
Auburn University at Montgomery (AL)	Harris-Stowe State College (MO)
Augusta State University (GA)	Henderson State University (AR)
Austin Peay State University (TN)	Idaho State University (ID)
Ball State University (IN)	Illinois State University (IL)
Bemidji State University (MN)	Indiana State University (IN)
Black Hills State University (SD)	Indiana University at South Bend (IN)
Bloomsburg University of Pennsylvania (PA)	Indiana University East (IN)
Bluefield State College (WV)	Indiana University Kokomo (IN)
Bowie State University (MD)	Indiana University Northwest (IN)
Bridgewater State College (MA)	Indiana University-Purdue University Fort Wayne (IN)
California State University-Bakersfield (CA)	Indiana University-Purdue University Indianapolis (IN)
California State University-Fresno (CA)	Indiana University Southeast (IN)
California State University-Fullerton (CA)	Jacksonville State University (AL)
California State University-Northridge (CA)	James Madison University (VA)
California State University-San Marcos (CA)	Jersey City State College (NJ)
Central Michigan University (MI)	Keene State College (NH)
Central Missouri State University (MO)	Kennesaw State University (GA)
Chadron State College (NE)	Kent State University Main Campus (OH)
Christopher Newport University (VA)	Kentucky State University (KY)
Citadel, Military College of South Carolina, The (SC)	Lake Superior State University (MI)
Clarion University of Pennsylvania (PA)	Lamar University-Beaumont (TX)
Clemson University (SC)	Lander University (SC)
Cleveland State University (OH)	Langston University (OK)
Coastal Carolina University (SC)	Lewis-Clark State College (ID)
College of Charleston (SC)	Lincoln University (PA)
College of New Jersey, The (NJ)	Lock Haven University of Pennsylvania (PA)
Coppin State College (MD)	Longwood College (VA)
Dakota State University (SD)	Louisiana State University and Agricultural and Mechanical College (LA)
Delta State University (MS)	Louisiana State University in Shreveport (LA)
East Carolina University (NC)	Louisiana Tech University (LA)
East Central University (OK)	Marshall University (WV)
East Stroudsburg University of Pennsylvania (PA)	Massachusetts College of Liberal Arts (MA)
Eastern Connecticut University (CT)	Mayville State University (ND)
Eastern Illinois University (IL)	McNeese State University (LA)
Eastern New Mexico University Main Campus (NM)	Mesa State College (CO)
Edinboro University of Pennsylvania (PA)	Metropolitan State College of Denver (CO)
Emporia State University (KS)	Metropolitan State University (MN)
Ferris State University (MI)	Miami University (OH)
Fitchburg State College (MA)	Michigan Technological University (MI)
Fort Hays State University (KS)	Middle Tennessee State University (TN)
Fort Lewis College (CO)	
Francis Marion University (SC)	

Midwestern State University (TX)
 Millersville University of Pennsylvania (PA)
 Minot State University (ND)
 Mississippi State University (MS)
 Mississippi University for Women (MS)
 Missouri Southern State College (MO)
 Missouri Western State College (MO)
 Montana State University-Billings (MT)
 Montclair State University (NJ)
 Moorhead State University (MN)
 Morehead State University (KY)
 Morgan State University (MD)
 Murray State University (KY)
 New Jersey Institute of Technology (NJ)
 New Mexico State University Main Campus (NM)
 Nicholls State University (LA)
 North Carolina Central (NC)
 North Dakota State University Main Campus (ND)
 Northeast Louisiana University (LA)
 Northeastern Illinois University (IL)
 Northeastern State University (OK)
 Northern Arizona University (AZ)
 Northern Kentucky University (KY)
 Northern Michigan University (MI)
 Northwest Missouri State University (MO)
 Northwestern State University (LA)
 Oakland University (MI)
 Ohio State University Main Campus, The (OH)
 Old Dominion University (VA)
 Peru State College (NE)
 Pittsburg State University (KS)
 Plymouth State College (NH)
 Portland State University (OR)
 Purdue University Calumet (IN)
 Radford University (VA)
 Ramapo College of New Jersey (NJ)
 Rhode Island College (RI)
 Richard Stockton College of New Jersey, The (NJ)
 Rowan University (NJ)
 Rutgers, the State University of New Jersey (NJ)
 Saginaw Valley State University (MI)
 Saint Mary's College of Maryland (MD)
 Salem State College (MA)
 Salisbury State University (MD)
 Sam Houston State University (TX)
 San Francisco State University (CA)
 Shawnee State University (OH)
 Shippensburg University of Pennsylvania (PA)
 South Carolina State University (SC)
 South Dakota School of Mines and Technology (SD)
 South Dakota State University (SD)
 Southeast Missouri State University (MO)
 Southeastern Louisiana University (LA)
 Southeastern Oklahoma State University (OK)
 Southern Arkansas University (AR)
 Southern Connecticut State University (CT)
 Southern Illinois University at Carbondale (IL)
 Southern Illinois University at Edwardsville (IL)
 Southern Polytechnic State University (GA)
 Southern University and Agricultural and Mechanical College (LA)
 Southern Utah University (UT)
 Southwest Missouri State University (MO)
 Southwest State University (MN)
 Southwest Texas State University (TX)
 Southwestern Oklahoma State University (OK)
 State University of New York at Binghamton (NY)
 State University of New York at Stony Brook (NY)
 State University of New York College at Brockport (NY)
 State University of New York College at Cortland (NY)
 State University of New York College at Fredonia (NY)
 State University of New York College at Geneseo (NY)
 State University of New York College at Plattsburgh (NY)
 State University of New York Institute of Technology at Utica-Rome (NY)
 State University of West Georgia (GA)
 Tarleton State University (TX)
 Temple University (PA)
 Tennessee Technological University (TN)
 Texas A & M International University (TX)
 Texas A & M University-Commerce (TX)
 Texas A & M University-Corpus Christi (TX)
 Texas Southern University (TX)
 Texas Tech University (TX)
 Texas Woman's University (TX)
 Towson University (MD)
 Troy State University (AL)
 Truman State University (MO)
 University of Akron Main Campus, The (OH)
 University of Alabama in Huntsville (AL)
 University of Arkansas at Little Rock (AR)
 University of Central Arkansas (AR)
 University of Central Oklahoma (OK)
 University of Colorado at Denver (CO)
 University of Delaware (DE)
 University of Houston-Clear Lake (TX)
 University of Houston-Downtown (TX)
 University of Maine (ME)
 University of Maine at Farmington (ME)
 University of Maine at Fort Kent (ME)
 University of Maine at Presque Isle (ME)
 University of Massachusetts Amherst (MA)
 University of Massachusetts Boston (MA)
 University of Massachusetts Dartmouth (MA)
 University of Memphis, The (TN)
 University of Michigan-Dearborn (MI)
 University of Minnesota-Duluth (MN)

University of Minnesota-Morris (MN)	Western Montana College of the University of
University of Missouri-Kansas City (MO)	Montanan (MT)
University of Missouri-Saint Louis (MO)	Western Oregon University (OR)
University of Montevallo (AL)	Wichita State University (KS)
University of Nebraska at Kearney (NE)	William Paterson University of New Jersey (NJ)
University of Nebraska at Omaha (NE)	Winston-Salem State University (NC)
University of Nevada-Las Vegas (NV)	Winthrop University (SC)
University of North Carolina at Asheville (NC)	Youngstown State University (OH)
University of North Carolina at Charlotte (NC)	
University of North Carolina at Greensboro (NC)	
University of North Carolina at Pembroke (NC)	
University of North Carolina at Wilmington (NC)	
University of North Texas (TX)	
University of Northern Colorado (CO)	
University of Puerto Rico Humacao University	
College (PR)	
University of South Alabama (AL)	
University of South Carolina-Aiken (SC)	
University of South Carolina Spartanburg (SC)	
University of Southern Colorado (CO)	
University of Southern Indiana (IN)	
University of Southern Mississippi (MS)	
University of Southwestern Louisiana (LA)	
University of Tennessee at Chattanooga (TN)	
University of Tennessee at Martin (TN)	
University of Tennessee, Memphis (TN)	
University of Texas at Arlington (TX)	
University of Texas at Dallas (TX)	
University of Texas at El Paso (TX)	
University of Texas at San Antonio (TX)	
University of the Virgin Islands, St. Thomas (VI)	
University of Toledo (OH)	
University of West Florida (FL)	
University of Wisconsin-Eau Claire (WI)	
University of Wisconsin-Green Bay (WI)	
University of Wisconsin-La Crosse (WI)	
University of Wisconsin-Oshkosh (WI)	
University of Wisconsin-Platteville (WI)	
University of Wisconsin-Stevens Point (WI)	
University of Wisconsin-Stout (WI)	
University of Wisconsin-Superior (WI)	
University of Wisconsin-Whitewater (WI)	
Valdosta State University (GA)	
Valley City State University (ND)	
Virginia State University (VA)	
Washburn University of Topeka (KS)	
Washington State University (WA)	
Wayne State College (NE)	
Weber State University (UT)	
West Texas A & M University (TX)	
West Virginia University Institute of Technology	
(WV)	
Western Carolina University (NC)	
Western Illinois University (IL)	
Western Kentucky University (KY)	
Western Michigan University (MI)	

APPENDIX C

CUPA Private Faculty Salary Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Brown University (RI)
Agnes Scott College (GA)	Bryan College (TN)
Albertson College of Idaho (ID)	Bryant College (RI)
Albertus Magnus College (CT)	Bryn Mawr College (PA)
Albright College (PA)	Buena Vista University (IA)
Alderson-Broadus College (WV)	Butler University (IN)
Alfred University (NY)	Cabrini College (PA)
Allegheny College (PA)	Caldwell College (NJ)
Allentown College of St. Francis De Sales (PA)	Calvin College (MI)
Alma College (MI)	Canisius College (NY)
Alvernia College (PA)	Capitol College (MD)
Alverno College (WI)	Cardinal Stritch College (WI)
Amherst College (MA)	Carlow College (PA)
Anderson University (IN)	Case Western Reserve University (OH)
Aquinas College (MI)	Catawba College (NC)
Asbury College (KY)	Cazenovia College (NY)
Ashland University (OH)	Cedarville College (OH)
Aurora University (IL)	Central Baptist College (AR)
Avila College (MO)	Central Methodist College (MO)
Azusa Pacific University (CA)	Chapman University (CA)
Babson College (MA)	Charleston Southern University (SC)
Baker College of Flint (MI)	Christian Brothers University (TN)
Baker College of Muskegon (MI)	Christian Heritage College (CA)
Baker University (KS)	Claremont McKenna College (CA)
Baldwin-Wallace College (OH)	Clarke College (IA)
Barat College (IL)	Clarkson College (NE)
Barnard College (NY)	Clarkson University (NY)
Barry University (FL)	Colby-Sawyer College (NH)
Bastyr University (WA)	College Misericordia (PA)
Beaver College (PA)	College of Notre Dame of Maryland (MD)
Bellamine College (KY)	College of Our Lady of the Elms (MA)
Bellevue University (NE)	College of Saint Catherine (MN)
Belmont Abbey College (NC)	College of Saint Elizabeth (NJ)
Belmont University (TN)	College of Saint Mary (NE)
Benedict College (SC)	College of Saint Rose (NY)
Benedictine University (IL)	College of Saint Scholastica (MN)
Bennett College (NC)	College of the Southwest (NM)
Bentley College (MA)	Colorado Christian University (CO)
Bethany College (KS)	Columbia College (MO)
Bethel College (IN)	Columbia College (SC)
Bethel College (KS)	Columbia International University (SC)
Bethel College (MN)	Concordia College (NE)
Birmingham-Southern College (AL)	Concordia College (NY)
Blackburn College (IL)	Concordia College Moorhead (MN)
Bluefield College (VA)	Concordia College Saint Paul (MN)
Bradford College (MA)	Concordia University (CA)
Bradley University (IL)	Cooper Union for the Advancement of Science and Art, (The) (NY)
Brandeis University (MA)	Cornerstone College (MI)
Brenau University (GA)	Covenant College (GA)
Briar Cliff College (IA)	

Creighton University (NE)
 Culver-Stockton College (MO)
 D'Youville College (NY)
 Dakota Wesleyan University (SD)
 Davidson College (NC)
 Davis & Elkins College (WV)
 DePaul University (IL)
 Dickinson College (PA)
 Doane College (NE)
 Dominican College of Blauvelt (NY)
 Dominion College of San Rafael (CA)
 Dordt College (IA)
 Drake University (IA)
 Drury College (MO)
 Duquesne University (PA)
 East Texas Baptist University (TX)
 Eastern Mennonite University (VA)
 Eckerd College (FL)
 Edgewood College (WI)
 Elizabethtown College (PA)
 Elmhurst College (IL)
 Elmira College (NY)
 Emerson College (MA)
 Emmanuel College (MA)
 Emory University (GA)
 Eureka College (IL)
 Fairfield University (CT)
 Ferrum College (VA)
 Florida Institute of Technology (FL)
 Franciscan University of Steubenville (OH)
 Franklin College of Indiana (IN)
 Freed-Hardeman University (TN)
 Friends University (KS)
 Gannon University (PA)
 Gardner-Webb University (NC)
 George Washington University (DC)
 Georgetown College (KY)
 Georgian Court College (NJ)
 Golden Gate University (CA)
 Gonzaga University (WA)
 Gordon College (MA)
 Goshen College (IN)
 Grand View College (IA)
 Grinnell College (IA)
 Guilford College (NC)
 Hampton-Sydney College (VA)
 Hannibal-LaGrange College (MO)
 Hartwick College (NY)
 Hastings College (NE)
 Hilbert College (NY)
 Hiram College (OH)
 Hofstra University (NY)
 Holy Family College (PA)
 Holy Names College (CA)
 Hope College (MI)
 Houghton College (NY)
 Howard College (DC)
 Husson College (ME)
 Immaculata College (PA)
 Inter American University of Puerto Rico
 Barranquitas (PR)
 Iona College (NY)
 Ithaca College (NY)
 Jacksonville University (FL)
 John Brown University (AR)
 John Carroll University (OH)
 John Hopkins University (MD)
 Judson College (AL)
 Juniata College (PA)
 Kalamazoo College (MI)
 Kentucky Wesleyan College (KY)
 Kenyon College (OH)
 Kings's College (PA)
 La Roche College (PA)
 La Salle University (PA)
 La Sierra University (CA)
 Lafayette College (PA)
 LaGrange College (GA)
 Le Moyne College (NY)
 Lebanon Valley College (PA)
 Lees-McRae College (NC)
 Lenoir-Rhyne College (NC)
 LeTourneau University (TX)
 Limestone College (SC)
 Lincoln Memorial University (TN)
 Lindsey Wilson College (KY)
 Loras College (IA)
 Louisiana College (LA)
 Loyla Marymount University (CA)
 Loyola University New Orleans (LA)
 Lycoming College (PA)
 Lynchburg College (VA)
 Lyon College (AR)
 Madonna University (MI)
 Malone College (OH)
 Manhattan Christian College (KS)
 Marion College (IN)
 Marion College of Fond du lac (WI)
 Marietta College (OH)
 Marist College (NY)
 Mars Hill College (NC)
 Mary Baldwin College (VA)
 Marymount College (NY)
 Marymount University (VA)
 Maryville University of St. Louis (MO)
 Marywood College (PA)
 Massachusetts Institute of Technology (MA)
 McMurry University (TX)
 McPherson College (KS)
 Medaille College (NY)
 Mercer University (GA)
 Mercy College (NY)

Meredith College (NC)
 Merrimack College (MA)
 Messiah College (PA)
 Midland Lutheran College (NE)
 Midway College (KY)
 Milligan College (TN)
 Millikin University (IL)
 Molloy College (NY)
 Monmouth College (NJ)
 Morningside College (IA)
 Morris Brown College (GA)
 Mount Olive College (NC)
 Mulhenberg College (PA)
 Muskingum College (OH)
 National University (CA)
 Neumann College (PA)
 New Hampshire College (NH)
 Niagara University (NY)
 North Carolina Wesleyan College (NC)
 North Central College (IL)
 Northeastern University (MA)
 Northland College (WI)
 Northwest College (WA)
 Northwestern College (IA)
 Northwestern College (MN)
 Norwich University (VT)
 Notre Dame College (NH)
 Notre Dame College (OH)
 Nova Southeastern University (FL)
 Occidental College (CA)
 Oglethorpe University (GA)
 Ohio Northern University (OH)
 Oklahoma Baptist University (OK)
 Our Lady of the Lake University (TX)
 Pace University New York Campus (NY)
 Pacific Lutheran University (WA)
 Pacific Oaks College (CA)
 Palm Beach Atlantic College (FL)
 Pepperdine University (CA)
 Pfeiffer University (NC)
 Piedmont College (GA)
 Pikeville College (KY)
 Pine Manor College (MA)
 Pittsburgh Theological Seminary (PA)
 Point Park College (PA)
 Presbyterian College (SC)
 Providence College (RI)
 Quincy University (IL)
 Randolph-Macon College (VA)
 Reed College (OR)
 Reformed Bible College (MI)
 Regent University (VA)
 Regis College (MA)
 Rensselaer Polytechnic Institute (NY)
 Rhodes College (TN)
 Rider University (NJ)
 Ripon College (WI)
 Rivier College (NH)
 Roanoke College (VA)
 Robert Morris College (PA)
 Rockford College (IL)
 Rockhurst College (MO)
 Rollins College (FL)
 Roosevelt University (IL)
 Rose-Hulman Institute of Technology (IN)
 Sacred Heart University (CT)
 Saint Francis College (IN)
 Saint Francis College (PA)
 Saint John's University (MN)
 Saint Joseph's University (PA)
 Saint Mary's College (IN)
 Saint Mary's College of California (CA)
 Saint Mary's University of Minnesota (MN)
 Saint Peter's College (NJ)
 Saint Vincent College (PA)
 Saint Xavier University (IL)
 Salem College (NC)
 Salem-Teikyo University (WV)
 Salve Regina University (RI)
 Samuel Merritt College (CA)
 San Jose Christian College (CA)
 Santa Clara University (CA)
 Scripps College (CA)
 Seattle Pacific University (WA)
 Seattle University (WA)
 Seton Hill College (PA)
 Shorter College (GA)
 Siena College (NY)
 Siena Heights College (MI)
 Sierra Nevada College (NV)
 Simpson College (CA)
 Simpson College (IA)
 Southern Adventist University (TN)
 Southern California College (CA)
 Southern Vermont College (VT)
 Southwestern College (AZ)
 Spalding University (KY)
 Spring Arbor College (MI)
 Springfield College (MA)
 St. Ambrose University (IA)
 St. Andrews Presbyterian College (NC)
 St. Bonaventure University (NY)
 St. Edward's University (TX)
 St. John Fisher College (NY)
 St. John's University (NY)
 St. Mary's University (TX)
 St. Olaf College (MN)
 Stanford University (CA)
 Stetson University (FL)
 Stevens Institute of Technology (NJ)
 Susquehanna University (PA)
 Teachers College Columbia University (NY)

Teikyo Post University (CT)
 Texas Christian University (TX)
 The Catholic University of America (DC)
 The Defiance College (OH)
 The Sage College (NY)
 Thomas College (ME)
 Thomas Moore College (KY)
 Trinity College of Vermont (VT)
 Tulane University (LA)
 Tusculum University (TN)
 Tuskegee University (AL)
 Union College (NE)
 Union Institute (OH)
 Union Theological Seminary and Presbyterian
 School of Christian Education (VA)
 United States International University (CA)
 University of Bridgeport (CT)
 University of Central Texas (TX)
 University of Charleston (WV)
 University Of Detroit Mercy (MI)
 University of Dubuque (IA)
 University of Hartford (CT)
 University of La Verne (CA)
 University of Miami (FL)
 University of New England (ME)
 University of Portland (OR)
 University of Richmond (VA)
 University of Rio Grande (OH)
 University of Saint Thomas (MN)
 University of San Diego (CA)
 University of San Francisco (CA)
 University of Scranton (PA)
 University of Sioux Falls (SD)
 University of the Ozarks (AR)
 University of the Pacific (CA)
 University of the South (TN)
 University of Tulsa (OK)
 Upper Iowa University (IA)
 Ursuline College (OH)
 Valparaiso University (IN)
 Villanova University (PA)
 Viterbo College (WI)
 Walsh University (OH)
 Warren Wilson College (NC)
 Warburg College (IA)
 Washington and Jefferson College (PA)
 Washington College (MD)
 Webber College (FL)
 West Virginia Wesleyan College (WV)
 Western Baptist College (OR)
 Western Maryland College (MD)
 Western New England College (MA)
 Westminster College (PA)
 Wheaton College (MA)
 Wheeling Jesuit University (WV)
 Whittier College (CA)

Widener University (PA)
 William Jewell College (MO)
 William Penn College (IA)
 William Woods University (MO)
 William Baptist College (AR)
 Wilmington College (OH)
 Wisconsin Lutheran College (WI)
 Worcester Polytechnic Institute (MA)
 York College of Pennsylvania (PA)
 Xavier University (OH)

SALARY-TREND STUDY OF FACULTY IN
READING TEACHER EDUCATION
FOR THE YEARS
1994-95 AND 1997-98

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1997-98: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Reading Teacher Education. The CIP defines the discipline/major field of Reading Teacher Education as,

An instructional program that prepares individuals to diagnose reading difficulties and to teach reading programs at various Education levels.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 82--13.1315).]

This article summarizes the overall average salary increases in the discipline/major field of Reading Teacher Education for both public and private institutions from the "baseline year" of 1994-95 to and including the "trend year" of 1997-98. Of the 305 institutions which participated in CUPA's PUBLIC study of 1994-95, 262 also participated in 1997-98. Data from those same 262 institutions were used in both the baseline year and the trend year. Of the 514 institutions which participated in CUPA's PRIVATE study of 1994-95, 387 also participated in 1997-98. Data from those same 387 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Reading Teacher

Education for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1994-95 and 1997-98).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 26.8 for associate professors of Reading Teacher Education in the 1994-95 public study means that 26.8 percent of the Faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the

ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1994-95, PUBLIC 1997-98, PRIVATE 1994-95 and PRIVATE 1997-98. For example, a SALARY FACTOR of 0.92 for associate professors in the discipline/major field of Reading Teacher Education in the 1994-95 public study means that their average salary is eight percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1994-95 or 1997-98). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Reading Teacher Education with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1994-95 and the "trend year" of 1997-98 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

			PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N	JN		SALARY	NUM	N	JN		SALARY	NUM	N	JN		SALARY	NUM	N	JN	
PUBLIC, 1994-95																				
DISCIPLINE: EDUCATION																				
MAJOR FIELD: Reading Teacher Education																				
AVERAGE																				
SALARY	52184	87	37			42488	56	31			37723	53	29			35627	11	9		
FAC MIN																				
PC 1	41.6%					26.8%					25.4%					5.3%				
SALARY																				
FAC TOR	0.89					0.92					0.99					0.98				
ALL MAJOR FIELDS																				
AVERAGE																				
SALARY	58932	28035				46171	23794				38132	23157				36193	3487			
FAC MIN																				
PC 1	34.8%					29.5%					28.8%					4.3%				
DISCIPLINE: EDUCATION																				
MAJOR FIELD: Reading Teacher Education																				
PUBLIC, 1997-98																				
AVERAGE																				
SALARY	57570	78	36			47086	44	21			39328	70	31			39101	22	13		
FAC MIN																				
PC 1	38.4%					21.7%					34.5%					10.8%				
SALARY																				
FAC TOR	0.89					0.94					0.96					1.00				
ALL MAJOR FIELDS																				
AVERAGE																				
SALARY	64740	28214				50192	24517				41065	22819				39286	3964			
FAC MIN																				
PC 1	34.9%					30.3%					28.2%					4.9%				
DISCIPLINE: EDUCATION																				
MAJOR FIELD: Reading Teacher Education																				
PRIVATE, 1994-95																				
AVERAGE																				
SALARY	54173	10	9			40569	14	12			31435	10	10			31000	2	2		
FAC MIN																				
PC 1	25.6%					35.9%					25.6%					5.1%				
SALARY																				
FAC TOR	0.90					0.90					0.84					0.89				
ALL MAJOR FIELDS																				
AVERAGE																				
SALARY	59877	13579				45094	12852				37388	12597				34897	1749			
FAC MIN																				
PC 1	33.1%					31.3%					30.7%					4.3%				
DISCIPLINE: EDUCATION																				
MAJOR FIELD: Reading Teacher Education																				
PRIVATE, 1997-98																				
AVERAGE																				
SALARY	54856	7	7			46105	17	13			36721	19	16			30000	1	1		
FAC MIN																				
PC 1	15.6%					37.8%					42.2%					2.2%				
SALARY																				
FAC TOR	0.83					0.93					0.91					0.77				
ALL MAJOR FIELDS																				
AVERAGE																				
SALARY	65803	14238				49311	13414				40563	12704				39107	2009			
FAC MIN																				
PC 1	33.6%					31.6%					30.0%					4.7%				

RESULTS OF THE TWO PUBLIC STUDIES: 1994-95 AND 1997-98

In the PUBLIC 1994-95 study in the above table, the discipline/major field of Reading Teacher Education was reported in 50 of the 262 public institutions. The average salary of the 209 faculty was \$44,415. This average salary was approximately 6.0 percent lower than the average salary of \$47,087 for all 80,545 faculty in ALL MAJOR FIELDS in the same 1994-95 public study.

For the PUBLIC 1997-98 salary study in the above table, Reading Teacher Education was reported in 46 of the same 262 public institutions. The average salary of the 203 faculty was \$47,563. This average salary was approximately 8.0 percent lower than the average salary of \$51,420 for all 80,911 faculty in ALL MAJOR FIELDS in the 1997-98 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Reading Teacher Education in the public institutions studied was 7.1 percent (\$47,563 minus \$44,415 equals \$3,148). The CPI of increase cost-of-living between October 1994 and October 1997 was 8.1 percent. In comparison, with the CPI, there was a relative increase in Reading Teacher Education average faculty salaries over the three-year period by 1.0 percent or an average of .3 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.2 percent (\$51,420 minus \$47,087 equals \$4,333). In comparison to the discipline/major field of Reading Teacher Education (7.1%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 2.1 percent more than the faculty in the discipline/major field of Reading Teacher Education.

In the 1994-95 study the faculty mix percentage in Reading Teacher Education is higher at the professor rank than at the assistant professor rank: 41.6 percent vs. 25.4 percent; in the 1997-98 study it is 38.4 percent vs. 34.5 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.8 percent

vs 28.8 percent (1994-95) and 34.9 percent vs 28.2 percent (1997-98).

Finally, the hiring rate of new assistant professors in Reading Teacher Education in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1994-95, 5.3 percent (11/209) vs 4.3 percent (3,487/80,545) and higher in 1997-98, 10.8 percent (22/203) vs. 4.9 percent (3,964/80,911).

RESULTS OF THE TWO PRIVATE STUDIES: 1994-95 AND 1997-98

The PRIVATE 1994-95 salary study in the above table indicates that the discipline/major field of Reading Teacher Education was reported in 26 of the 387 private institutions. The average salary of the 39 faculty was \$39,713, an average salary 18.0 percent lower than the average salary of \$46,880 for all 41,044 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

In the PRIVATE 1997-98 salary study in the above table, 27 of the same 387 private institutions reported Reading Teacher Education. The average salary of the 45 faculty was \$42,568, an average salary 20.9 percent lower than the average salary of \$51,446 for all 42,401 faculty in ALL MAJOR FIELDS in the 1997-98 private study.

The three-year increase in average salaries for all faculty in Reading Teacher Education in the private institutions studied was 7.2 percent (\$42,568 minus \$39,713 equals \$2,855). The CPI increased cost-of-living between October 1994 and October 1997 was 8.1 percent. A more realistic increase, therefore, in the average faculty salaries of Reading Teacher Education over the three-year time period, is .9 percent or .3 percent each year below the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.7 percent (\$51,446 minus \$46,880 equals \$4,566). In comparison to Reading Teacher Education (7.1%), the faculty in ALL MAJOR FIELDS increased their salaries 2.6 percent (9.7% minus 7.1% equals 2.6%) more than faculty in Reading Teacher Education.

In the discipline/major field of Reading Teacher Education, the faculty mix percentage is the same at the professor rank in comparison to the assistant professor rank for the 1994-95 study: 25.6 percent vs. 25.6 percent; and, in the 1997-98 study it is lower, 15.6% vs. 42.2%. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.1 percent vs. 30.7 percent (1994-95) and 33.6 percent vs. 30.0 (1997-98).

Finally, the hiring rate for new assistant professors in Reading Teacher Education was higher than the hiring rate in ALL MAJOR FIELDS in the 1994-95 private study: 5.1 percent (2/39) vs. 4.3 percent (1,749/41,044) and lower in the 1997-98 private study: 2.2 percent (1/45) vs. 4.7 percent (2,009/42,401).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Reading Teacher Education and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1994-95 through the "trend year" of 1997-98. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 496 (.2%) faculty in the discipline/major field of Reading Teacher Education participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 244,901 participating faculty. The same 262 public institutions and the same 387 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Reading Teacher Education 1994-95 were six percent and 15 percent below the average faculty salary factors for all ranks in ALL MAJOR

FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Reading Teacher Education in 1997-98 were eight percent and 17 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1997 CPI reflects an 8.1 percent increase over the October 1994 CPI and indicates that the faculty in Reading Teacher Education in the public institutions received an average annual salary increase of .3 percent below the cost-of-living. In the private institutions the annual average salary increase was also .3 percent below the cost-of-living.

Third, in both the 1994-95 and 1997-98 public studies in Reading Teacher Education, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in both the public studies the discipline/major field of Reading Teacher Education is firmly established and on going in the academy. However, in the 1994-95 and 1997-98 private studies in Reading Teacher Education, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in the private studies the discipline/major field of Reading Teacher is still emerging in the academy.

Finally, the hiring rate of new assistant professors in Reading Teacher Education in both the 1994-95 and 1997-98 public studies and in the 1994-95 private study were higher than the hiring rate of ALL MAJOR FIELDS. However, in the private 1997-98 study the hiring rate for new assistant professors in Reading Teacher Education was lower than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Reading Teacher Education has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and Education studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
- C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	GEOGRAPHY
ADMINISTRATIVE ASSISTANT/SECRETARIAL	GEOLOGY
SCIENCE, GENERAL	HISTORY, GENERAL
ANTHROPOLOGY	HOME ECONOMICS
ARCHITECTURE AND RELATED PROGRAMS	LIBRARY SCIENCE
AREA, ETHNIC, AND CULTURAL STUDIES	MARKETING MANAGEMENT AND RESEARCH
ART, GENERAL	MATHEMATICS
BIOLOGICAL SCIENCES/LIFE SCIENCES	MULTI/INTERDISCIPLINARY STUDIES
BUSINESS ADMINISTRATION AND MANAGEMENT,	MUSIC, GENERAL
GENERAL	NURSING (R. N. TRAINING)
BUSINESS MANAGEMENT AND	OCCUPATIONAL THERAPY
MANAGEMENT, GENERAL	PARKS, RECREATION, LEISURE, & FITNESS STUDIES
BUSINESS/MANAGERIAL ECONOMICS	PHILOSOPHY AND RELIGION
CHEMISTRY, GENERAL	PHYSICAL SCIENCES
COMMUNICATIONS	PHYSICAL THERAPY
COMPUTER AND INFORMATION SCIENCES	PHYSICS, GENERAL
COUNSELOR EDUCATION/STUDENT COUNSELING	POLITICAL SCIENCE, GENERAL
AND GUIDANCE SERVICES	PROTECTIVE SERVICES
CURRICULUM AND INSTRUCTION	PSYCHOLOGY
DRAMA/THEATER ARTS, GENERAL	PUBLIC HEALTH, GENERAL
ECONOMICS, GENERAL	READING TEACHER EDUCATION
EDUCATION	SOCIAL SCIENCES, GENERAL
EDUCATION ADMINISTRATION AND	SOCIAL WORK
SUPERVISION, GENERAL	SOCIOLOGY
EDUCATION/INSTRUCTIONAL MEDIA	SPECIAL EDUCATION, GENERAL
TECH/TECHNICIAN	SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
ENGINEERING	TEACHER EDUCATION
ENGINEERING-RELATED TECHNOLOGIES	VISUAL AND PERFORMING ARTS
ENGLISH LANGUAGE AND	
LITERATURE/LETTERS	
ENTERPRISE MANAGEMENT AND OPERATION,	TOTAL 53
GENERAL	
FOREIGN LANGUAGES AND LITERATURES	

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Alabama State University (AL)	Frostburg State University (MD)
Alcorn State University (MS)	George Mason University (VA)
Angelo State University (TX)	Georgia College & State University (GA)
Appalachian State University (NC)	Georgia Southern University (GA)
Arizona State University West (AZ)	Georgia State University (GA)
Arkansas State University (AR)	Glenville State College (WV)
Arkansas Tech University (AR)	Grand Valley State University (MI)
Auburn University at Montgomery (AL)	Harris-Stowe State College (MO)
Augusta State University (GA)	Henderson State University (AR)
Austin Peay State University (TN)	Idaho State University (ID)
Ball State University (IN)	Illinois State University (IL)
Benildji State University (MN)	Indiana State University (IN)
Black Hills State University (SD)	Indiana University at South Bend (IN)
Bloomsburg University of Pennsylvania (PA)	Indiana University East (IN)
Bluefield State College (WV)	Indiana University Kokomo (IN)
Bowie State University (MD)	Indiana University Northwest (IN)
Bridgewater State College (MA)	Indiana University-Purdue University Fort Wayne (IN)
California State University-Bakersfield (CA)	Indiana University-Purdue University Indianapolis (IN)
California State University-Fresno (CA)	Indiana University Southeast (IN)
California State University-Fullerton (CA)	Jacksonville State University (AL)
California State University-Northridge (CA)	James Madison University (VA)
California State University-San Marcos (CA)	Jersey City State College (NJ)
Central Michigan University (MI)	Keene State College (NH)
Central Missouri State University (MO)	Kennesaw State University (GA)
Chadron State College (NE)	Kent State University Main Campus (OH)
Christopher Newport University (VA)	Kentucky State University (KY)
Citadel, Military College of South Carolina, The (SC)	Lake Superior State University (MI)
Clarion University of Pennsylvania (PA)	Lamar University-Beaumont (TX)
Clemson University (SC)	Lander University (SC)
Cleveland State University (OH)	Langston University (OK)
Coastal Carolina University (SC)	Lewis-Clark State College (ID)
College of Charleston (SC)	Lincoln University (PA)
College of New Jersey, The (NJ)	Lock Haven University of Pennsylvania (PA)
Coppin State College (MD)	Longwood College (VA)
Dakota State University (SD)	Louisiana State University and Agricultural and Mechanical College (LA)
Delta State University (MS)	Louisiana State University in Shreveport (LA)
East Carolina University (NC)	Louisiana Tech University (LA)
East Central University (OK)	Marshall University (WV)
East Stroudsburg University of Pennsylvania (PA)	Massachusetts College of Liberal Arts (MA)
Eastern Connecticut University (CT)	Mayville State University (ND)
Eastern Illinois University (IL)	McNeese State University (LA)
Eastern New Mexico University Main Campus (NM)	Mesa State College (CO)
Edinboro University of Pennsylvania (PA)	Metropolitan State College of Denver (CO)
Emporia State University (KS)	Metropolitan State University (MN)
Ferris State University (MI)	Miami University (OH)
Fitchburg State College (MA)	Michigan Technological University (MI)
Fort Hays State University (KS)	Middle Tennessee State University (TN)
Fort Lewis College (CO)	
Francis Marion University (SC)	

Midwestern State University (TX)
 Millersville University of Pennsylvania (PA)
 Minot State University (ND)
 Mississippi State University (MS)
 Mississippi University for Women (MS)
 Missouri Southern State College (MO)
 Missouri Western State College (MO)
 Montana State University-Billings (MT)
 Montclair State University (NJ)
 Moorhead State University (MN)
 Morehead State University (KY)
 Morgan State University (MD)
 Murray State University (KY)
 New Jersey Institute of Technology (NJ)
 New Mexico State University Main Campus (NM)
 Nicholls State University (LA)
 North Carolina Central (NC)
 North Dakota State University Main Campus (ND)
 Northeast Louisiana University (LA)
 Northeastern Illinois University (IL)
 Northeastern State University (OK)
 Northern Arizona University (AZ)
 Northern Kentucky University (KY)
 Northern Michigan University (MI)
 Northwest Missouri State University (MO)
 Northwestern State University (LA)
 Oakland University (MI)
 Ohio State University Main Campus, The (OH)
 Old Dominion University (VA)
 Peru State College (NE)
 Pittsburg State University (KS)
 Plymouth State College (NH)
 Portland State University (OR)
 Purdue University Calumet (IN)
 Radford University (VA)
 Ramapo College of New Jersey (NJ)
 Rhode Island College (RI)
 Richard Stockton College of New Jersey, The (NJ)
 Rowan University (NJ)
 Rutgers, the State University of New Jersey (NJ)
 Saginaw Valley State University (MI)
 Saint Mary's College of Maryland (MD)
 Salem State College (MA)
 Salisbury State University (MD)
 Sam Houston State University (TX)
 San Francisco State University (CA)
 Shawnee State University (OH)
 Shippensburg University of Pennsylvania (PA)
 South Carolina State University (SC)
 South Dakota School of Mines and Technology (SD)
 South Dakota State University (SD)
 Southeast Missouri State University (MO)
 Southeastern Louisiana University (LA)
 Southeastern Oklahoma State University (OK)
 Southern Arkansas University (AR)
 Southern Connecticut State University (CT)
 Southern Illinois University at Carbondale (IL)
 Southern Illinois University at Edwardsville (IL)
 Southern Polytechnic State University (GA)
 Southern University and Agricultural and
 Mechanical College (LA)
 Southern Utah University (UT)
 Southwest Missouri State University (MO)
 Southwest State University (MN)
 Southwest Texas State University (TX)
 Southwestern Oklahoma State University (OK)
 State University of New York at Binghamton (NY)
 State University of New York at Stony Brook (NY)
 State University of New York College at Brockport
 (NY)
 State University of New York College at Cortland
 (NY)
 State University of New York College at Fredonia
 (NY)
 State University of New York College at Geneseo
 (NY)
 State University of New York College at Plattsburgh
 (NY)
 State University of New York Institute of
 Technology at Utica-Rome (NY)
 State University of West Georgia (GA)
 Tarleton State University (TX)
 Temple University (PA)
 Tennessee Technological University (TN)
 Texas A & M International University (TX)
 Texas A & M University-Commerce (TX)
 Texas A & M University-Corpus Christi (TX)
 Texas Southern University (TX)
 Texas Tech University (TX)
 Texas Woman's University (TX)
 Towson University (MD)
 Troy State University (AL)
 Truman State University (MO)
 University of Akron Main Campus, The (OH)
 University of Alabama in Huntsville (AL)
 University of Arkansas at Little Rock (AR)
 University of Central Arkansas (AR)
 University of Central Oklahoma (OK)
 University of Colorado at Denver (CO)
 University of Delaware (DE)
 University of Houston-Clear Lake (TX)
 University of Houston-Downtown (TX)
 University of Maine (ME)
 University of Maine at Farmington (ME)
 University of Maine at Fort Kent (ME)
 University of Maine at Presque Isle (ME)
 University of Massachusetts Amherst (MA)
 University of Massachusetts Boston (MA)
 University of Massachusetts Dartmouth (MA)
 University of Memphis, The (TN)
 University of Michigan-Dearborn (MI)
 University of Minnesota-Duluth (MN)

University of Minnesota-Morris (MN)
 University of Missouri-Kansas City (MO)
 University of Missouri-Saint Louis (MO)
 University of Montevallo (AL)
 University of Nebraska at Kearney (NE)
 University of Nebraska at Omaha (NE)
 University of Nevada-Las Vegas (NV)
 University of North Carolina at Asheville (NC)
 University of North Carolina at Charlotte (NC)
 University of North Carolina at Greensboro (NC)
 University of North Carolina at Pembroke (NC)
 University of North Carolina at Wilmington (NC)
 University of North Texas (TX)
 University of Northern Colorado (CO)
 University of Puerto Rico Humacao University
 College (PR)
 University of South Alabama (AL)
 University of South Carolina-Aiken (SC)
 University of South Carolina-Spartanburg (SC)
 University of Southern Colorado (CO)
 University of Southern Indiana (IN)
 University of Southern Mississippi (MS)
 University of Southwestern Louisiana (LA)
 University of Tennessee at Chattanooga (TN)
 University of Tennessee at Martin (TN)
 University of Tennessee, Memphis (TN)
 University of Texas at Arlington (TX)
 University of Texas at Dallas (TX)
 University of Texas at El Paso (TX)
 University of Texas at San Antonio (TX)
 University of the Virgin Islands, St. Thomas (VI)
 University of Toledo (OH)
 University of West Florida (FL)
 University of Wisconsin-Eau Claire (WI)
 University of Wisconsin-Green Bay (WI)
 University of Wisconsin-La Crosse (WI)
 University of Wisconsin-Oshkosh (WI)
 University of Wisconsin-Platteville (WI)
 University of Wisconsin-Stevens Point (WI)
 University of Wisconsin-Stout (WI)
 University of Wisconsin-Superior (WI)
 University of Wisconsin-Whitewater (WI)
 Valdosta State University (GA)
 Valley City State University (ND)
 Virginia State University (VA)
 Washburn University of Topeka (KS)
 Washington State University (WA)
 Wayne State College (NE)
 Weber State University (UT)
 West Texas A & M University (TX)
 West Virginia University Institute of Technology
 (WV)
 Western Carolina University (NC)
 Western Illinois University (IL)
 Western Kentucky University (KY)
 Western Michigan University (MI)

Western Montana College of the University of
 Montana (MT)
 Western Oregon University (OR)
 Wichita State University (KS)
 William Paterson University of New Jersey (NJ)
 Winston-Salem State University (NC)
 Winthrop University (SC)
 Youngstown State University (OH)

Creighton University (NE)
 Culver-Stockton College (MO)
 D'Youville College (NY)
 Dakota Wesleyan University (SD)
 Davidson College (NC)
 Davis & Elkins College (WV)
 DePaul University (IL)
 Dickinson College (PA)
 Doane College (NE)
 Dominican College of Blauvelt (NY)
 Dominion College of San Rafael (CA)
 Dordt College (IA)
 Drake University (IA)
 Drury College (MO)
 Duquesne University (PA)
 East Texas Baptist University (TX)
 Eastern Mennonite University (VA)
 Eckerd College (FL)
 Edgewood College (WI)
 Elizabethtown College (PA)
 Elmhurst College (IL)
 Elmira College (NY)
 Emerson College (MA)
 Emmanuel College (MA)
 Emory University (GA)
 Eureka College (IL)
 Fairfield University (CT)
 Ferrum College (VA)
 Florida Institute of Technology (FL)
 Franciscan University of Steubenville (OH)
 Franklin College of Indiana (IN)
 Freed-Hardeman University (TN)
 Friends University (KS)
 Gannon University (PA)
 Gardner-Webb University (NC)
 George Washington University (DC)
 Georgetown College (KY)
 Georgian Court College (NJ)
 Golden Gate University (CA)
 Gonzaga University (WA)
 Gordon College (MA)
 Goshen College (IN)
 Grand View College (IA)
 Grinnell College (IA)
 Guilford College (NC)
 Hampton-Sydney College (VA)
 Hannibal-LaGrange College (MO)
 Hartwick College (NY)
 Hastings College (NE)
 Hilbert College (NY)
 Hiram College (OH)
 Hofstra University (NY)
 Holy Family College (PA)
 Holy Names College (CA)
 Hope College (MI)
 Houghton College (NY)

Howard College (DC)
 Husson College (ME)
 Immaculata College (PA)
 Inter American University of Puerto Rico
 Barranquitas (PR)
 Iona College (NY)
 Ithaca College (NY)
 Jacksonville University (FL)
 John Brown University (AR)
 John Carroll University (OH)
 John Hopkins University (MD)
 Judson College (AL)
 Juniata College (PA)
 Kalamazoo College (MI)
 Kentucky Wesleyan College (KY)
 Kenyon College (OH)
 Kings's College (PA)
 La Roche College (PA)
 La Salle University (PA)
 La Sierra University (CA)
 Lafayette College (PA)
 LaGrange College (GA)
 Le Moyne College (NY)
 Lebanon Valley College (PA)
 Lees-McRae College (NC)
 Lenoir-Rhyne College (NC)
 LeTourneau University (TX)
 Limestone College (SC)
 Lincoln Memorial University (TN)
 Lindsey Wilson College (KY)
 Loras College (IA)
 Louisiana College (LA)
 Loyla Marymount University (CA)
 Loyola University New Orleans (LA)
 Lycoming College (PA)
 Lynchburg College (VA)
 Lyon College (AR)
 Madonna University (MI)
 Malone College (OH)
 Manhattan Christian College (KS)
 Marion College (IN)
 Marion College of Fond du lac (WI)
 Marietta College (OH)
 Marist College (NY)
 Mars Hill College (NC)
 Mary Baldwin College (VA)
 Marymount College (NY)
 Marymount University (VA)
 Maryville University of St. Louis (MO)
 Marywood College (PA)
 Massachusetts Institute of Technology (MA)
 McMurry University (TX)
 McPherson College (KS)
 Medaille College (NY)
 Mercer University (GA)
 Mercy College (NY)

APPENDIX C

CUPA Private Faculty Salary Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Ablene Christian University (TX)	Brown University (RI)
Agnes Scott College (GA)	Bryan College (TN)
Albertson College of Idaho (ID)	Bryant College (RI)
Albertus Magnus College (CT)	Bryn Mawr College (PA)
Albright College (PA)	Buena Vista University (IA)
Alderson-Broadbent College (WV)	Butler University (IN)
Alfred University (NY)	Cabrini College (PA)
Allegheny College (PA)	Caldwell College (NJ)
Allentown College of St. Francis De Sales (PA)	Calvin College (MI)
Alma College (MI)	Canisius College (NY)
Alvernia College (PA)	Capitol College (MD)
Alverno College (WI)	Cardinal Stritch College (WI)
Amherst College (MA)	Carlow College (PA)
Anderson University (IN)	Case Western Reserve University (OH)
Aquinas College (MI)	Catawba College (NC)
Asbury College (KY)	Cazenovia College (NY)
Ashland University (OH)	Cedarville College (OH)
Aurora University (IL)	Central Baptist College (AR)
Avila College (MO)	Central Methodist College (MO)
Azusa Pacific University (CA)	Chapman University (CA)
Babson College (MA)	Charleston Southern University (SC)
Baker College of Flint (MI)	Christian Brothers University (TN)
Baker College of Muskegon (MI)	Christian Heritage College (CA)
Baker University (KS)	Claremont McKenna College (CA)
Baldwin-Wallace College (OH)	Clarke College (IA)
Barat College (IL)	Clarkson College (NE)
Barnard College (NY)	Clarkson University (NY)
Barry University (FL)	Colby-Sawyer College (NH)
Bastyr University (WA)	College Misericordia (PA)
Beaver College (PA)	College of Notre Dame of Maryland (MD)
Bellarmine College (KY)	College of Our Lady of the Elms (MA)
Bellevue University (NE)	College of Saint Catherine (MN)
Belmont Abbey College (NC)	College of Saint Elizabeth (NJ)
Belmont University (TN)	College of Saint Mary (NE)
Benedict College (SC)	College of Saint Rose (NY)
Benedictine University (IL)	College of Saint Scholastica (MN)
Bennett College (NC)	College of the Southwest (NM)
Bentley College (MA)	Colorado Christian University (CO)
Bethany College (KS)	Columbia College (MO)
Bethel College (IN)	Columbia College (SC)
Bethel College (KS)	Columbia International University (SC)
Bethel College (MN)	Concordia College (NE)
Birmingham-Southern College (AL)	Concordia College (NY)
Blackburn College (IL)	Concordia College Moorhead (MN)
Bluefield College (VA)	Concordia College Saint Paul (MN)
Bradford College (MA)	Concordia University (CA)
Bradley University (IL)	Cooper Union for the Advancement of Science and Art. (The) (NY)
Brandeis University (MA)	Cornerstone College (MI)
Brenau University (GA)	Covenant College (GA)
Briar Cliff College (IA)	

Meredith College (NC)
 Merrimack College (MA)
 Messiah College (PA)
 Midland Lutheran College (NE)
 Midway College (KY)
 Milligan College (TN)
 Millikin University (IL)
 Molloy College (NY)
 Monmouth College (NJ)
 Morningside College (IA)
 Morris Brown College (GA)
 Mount Olive College (NC)
 Mulhenberg College (PA)
 Muskingum College (OH)
 National University (CA)
 Neumann College (PA)
 New Hampshire College (NH)
 Niagara University (NY)
 North Carolina Wesleyan College (NC)
 North Central College (IL)
 Northeastern University (MA)
 Northland College (WI)
 Northwest College (WA)
 Northwestern College (IA)
 Northwestern College (MN)
 Norwich University (VT)
 Notre Dame College (NH)
 Notre Dame College (OH)
 Nova Southeastern University (FL)
 Occidental College (CA)
 Oglethorpe University (GA)
 Ohio Northern University (OH)
 Oklahoma Baptist University (OK)
 Our Lady of the Lake University (TX)
 Pace University New York Campus (NY)
 Pacific Lutheran University (WA)
 Pacific Oaks College (CA)
 Palm Beach Atlantic College (FL)
 Pepperdine University (CA)
 Pfeiffer University (NC)
 Piedmont College (GA)
 Pikeville College (KY)
 Pine Manor College (MA)
 Pittsburgh Theological Seminary (PA)
 Point Park College (PA)
 Presbyterian College (SC)
 Providence College (RI)
 Quincy University (IL)
 Randolph-Macon College (VA)
 Reed College (OR)
 Reformed Bible College (MI)
 Regent University (VA)
 Regis College (MA)
 Rensselaer Polytechnic Institute (NY)
 Rhodes College (TN)
 Rider University (NJ)

Ripon College (WI)
 Rivier College (NH)
 Roanoke College (VA)
 Robert Morris College (PA)
 Rockford College (IL)
 Rockhurst College (MO)
 Rollins College (FL)
 Roosevelt University (IL)
 Rose-Hulman Institute of Technology (IN)
 Sacred Heart University (CT)
 Saint Francis College (IN)
 Saint Francis College (PA)
 Saint John's University (MN)
 Saint Joseph's University (PA)
 Saint Mary's College (IN)
 Saint Mary's College of California (CA)
 Saint Mary's University of Minnesota (MN)
 Saint Peter's College (NJ)
 Saint Vincent College (PA)
 Saint Xavier University (IL)
 Salem College (NC)
 Salem-Teikyo University (WV)
 Salve Regina University (RI)
 Samuel Merritt College (CA)
 San Jose Christian College (CA)
 Santa Clara University (CA)
 Scripps College (CA)
 Seattle Pacific University (WA)
 Seattle University (WA)
 Seton Hill College (PA)
 Shorter College (GA)
 Siena College (NY)
 Siena Heights College (MI)
 Sierra Nevada College (NV)
 Simpson College (CA)
 Simpson College (IA)
 Southern Adventist University (TN)
 Southern California College (CA)
 Southern Vermont College (VT)
 Southwestern College (AZ)
 Spalding University (KY)
 Spring Arbor College (MI)
 Springfield College (MA)
 St. Ambrose University (IA)
 St. Andrews Presbyterian College (NC)
 St. Bonaventure University (NY)
 St. Edward's University (TX)
 St. John Fisher College (NY)
 St. John's University (NY)
 St. Mary's University (TX)
 St. Olaf College (MN)
 Stanford University (CA)
 Stetson University (FL)
 Stevens Institute of Technology (NJ)
 Susquehanna University (PA)
 Teachers College Columbia University (NY)

Teikyo Post University (CT)
 Texas Christian University (TX)
 The Catholic University of America (DC)
 The Defiance College (OH)
 The Sage College (NY)
 Thomas College (ME)
 Thomas Moore College (KY)
 Trinity College of Vermont (VT)
 Tulane University (LA)
 Tusculum University (TN)
 Tuskegee University (AL)
 Union College (NE)
 Union Institute (OH)
 Union Theological Seminary and Presbyterian
 School of Christian Education (VA)
 United States International University (CA)
 University of Bridgeport (CT)
 University of Central Texas (TX)
 University of Charleston (WV)
 University Of Detroit Mercy (MI)
 University of Dubuque (IA)
 University of Hartford (CT)
 University of La Verne (CA)
 University of Miami (FL)
 University of New England (ME)
 University of Portland (OR)
 University of Richmond (VA)
 University of Rio Grande (OH)
 University of Saint Thomas (MN)
 University of San Diego (CA)
 University of San Francisco (CA)
 University of Scranton (PA)
 University of Sioux Falls (SD)
 University of the Ozarks (AR)
 University of the Pacific (CA)
 University of the South (TN)
 University of Tulsa (OK)
 Upper Iowa University (IA)
 Ursuline College (OH)
 Valparaiso University (IN)
 Villanova University (PA)
 Viterbo College (WI)
 Walsh University (OH)
 Warren Wilson College (NC)
 Warburg College (IA)
 Washington and Jefferson College (PA)
 Washington College (MD)
 Webber College (FL)
 West Virginia Wesleyan College (WV)
 Western Baptist College (OR)
 Western Maryland College (MD)
 Western New England College (MA)
 Westminster College (PA)
 Wheaton College (MA)
 Wheeling Jesuit University (WV)
 Whittier College (CA)

Widener University (PA)
 William Jewell College (MO)
 William Penn College (IA)
 William Woods University (MO)
 William Baptist College (AR)
 Wilmington College (OH)
 Wisconsin Lutheran College (WI)
 Worcester Polytechnic Institute (MA)
 York College of Pennsylvania (PA)
 Xavier University (OH)

SALARY-TREND STUDY OF FACULTY IN
SOCIAL SCIENCES, GENERAL
FOR THE YEARS
1994-95 AND 1997-98

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1997-98: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Social Sciences, General. The CIP defines the discipline/major field of Social Sciences, General as,

An instructional program that generally describes the study of human social behavior and social institutions using any of the methodologies common to the social sciences and/or history, or an undifferentiated program of study in the Social Sciences.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 143--45.0101).]

This article summarizes the overall average salary increases in the discipline/major field of Social Sciences, General for both public and private institutions from the "baseline year" of 1994-95 to and including the "trend year" of 1997-98. Of the 305 institutions which participated in CUPA's PUBLIC study of 1994-95, 262 also participated in 1997-98. Data from those same 262 institutions were used in both the baseline year and the trend year. Of the 514 institutions which participated in CUPA's PRIVATE study of 1994-95, 387 also participated in 1997-98. Data from those same 387 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Social Sciences, General

for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1994-95 and 1997-98).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 29.1 for associate professors of Social Sciences, General in the 1994-95 public study means that 29.1 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the

ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1994-95, PUBLIC 1997-98, PRIVATE 1994-95 and PRIVATE 1997-98. For example, a SALARY FACTOR of 0.95 for associate professors in the discipline/major field of Social Sciences, General in the 1994-95 public study means that their average salary is five percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1994-95 or 1997-98). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Social Sciences, General with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1994-95 and the "trend year" of 1997-98 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

			PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN
PUBLIC, 1994-95																				
AVERAGE																				
SALARY	53982	247	52	44066	206	45	34318	212	50	33004	33	20	28017	44	24	43610	709	59		
FAC MIX																				
PCI	34.8%			29.1%			29.9%			4.7%			6.2%					100.0%		
SALARY																				
FACTOR	0.92			0.95			0.90			0.91			0.98					0.93		
ALL MAJOR FIELDS																				
AVERAGE																				
SALARY	58932	28035		46171	23794		38132	23157		36193	3487		28571	5559		47087	80545	262		
FAC MIX																				
PCI	34.8%			29.5%			28.8%			4.3%			6.9%					100.0%		
DISCIPLINE: SOCIAL SCIENCES																				
MAJOR FIELD: Social Sciences, General																				
PUBLIC, 1997-98																				
AVERAGE																				
SALARY	60739	248	53	47581	205	50	38250	209	47	36337	27	19	31127	44	19	48415	706	62		
FAC MIX																				
PCI	35.1%			29.0%			29.6%			3.8%			6.2%					100.0%		
SALARY																				
FACTOR	0.94			0.95			0.93			0.92			1.00					0.94		
ALL MAJOR FIELDS																				
AVERAGE																				
SALARY	64740	28214		50192	24517		41065	22819		39286	3964		31016	5361		51420	80911	262		
FAC MIX																				
PCI	34.9%			30.3%			28.2%			4.9%			6.6%					100.0%		
DISCIPLINE: SOCIAL SCIENCES																				
MAJOR FIELD: Social Sciences, General																				
PRIVATE, 1994-95																				
AVERAGE																				
SALARY	62942	185	42	46340	156	43	37118	162	45	36169	22	11	30382	12	10	49031	515	65		
FAC MIX																				
PCI	35.9%			30.3%			31.5%			4.3%			2.3%					100.0%		
SALARY																				
FACTOR	1.05			1.03			0.99			1.04			1.01					1.05		
ALL MAJOR FIELDS																				
AVERAGE																				
SALARY	59877	13579		45094	12852		37388	12597		34897	1749		30044	2016		46880	41044	387		
FAC MIX																				
PCI	33.1%			31.3%			30.7%			4.3%			4.9%					100.0%		
DISCIPLINE: SOCIAL SCIENCES																				
MAJOR FIELD: Social Sciences, General																				
PRIVATE, 1997-98																				
AVERAGE																				
SALARY	70078	217	42	49790	187	45	39525	129	44	37048	23	17	28579	7	5	55216	540	65		
FAC MIX																				
PCI	40.2%			34.6%			23.9%			4.3%			1.3%					100.0%		
SALARY																				
FACTOR	1.06			1.01			0.97			0.95			0.86					1.07		
ALL MAJOR FIELDS																				
AVERAGE																				
SALARY	65803	14238		49311	13414		40563	12704		39107	2069		33099	2045		51446	42401	387		
FAC MIX																				
PCI	33.6%			31.6%			30.0%			4.7%			4.8%					100.0%		

RESULTS OF THE TWO PUBLIC STUDIES: 1994-95 AND 1997-98

In the PUBLIC 1994-95 study in the above table, the discipline/major field of Social Sciences, General was reported in 59 of the 262 public institutions. The average salary of the 709 faculty was \$43,610. This average salary was approximately 80 percent lower than the average salary of \$47,087 for all 80,545 faculty in ALL MAJOR FIELDS in the same 1994-95 public study.

For the PUBLIC 1997-98 salary study in the above table, Social Sciences, General was reported in 62 of the same 262 public institutions. The average salary of the 706 faculty was \$48,415. This average salary was approximately 6.2 percent lower than the average salary of \$51,420 for all 80,911 faculty in ALL MAJOR FIELDS in the 1997-98 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Social Sciences, General in the public institutions studied was 11.0 percent (\$48,415 minus \$43,610 equals \$4,805). The CPI of increase cost-of-living between October 1994 and October 1997 was 8.1 percent. In comparison, with the CPI, there was a relative increase in Social Sciences, General average faculty salaries over the three-year period by 2.9 percent or an average of 1.0 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.2 percent (\$51,420 minus \$47,087 equals \$4,333). In comparison to the discipline/major field of Social Sciences, General (11.0%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.8 percent less than the faculty in the discipline/major field of Social Sciences, General.

In the 1994-95 and 1997-98 studies the faculty mix percentage in Social Sciences, General is higher at the professor rank than at the assistant professor rank: 34.8 percent vs. 29.9 percent (1994-95); and 35.1 percent vs 29.6 percent (1997-98). The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are

34.8 percent vs 28.8 percent (1994-95) and 34.9 percent vs 28.2 percent (1997-98).

Finally, the hiring rate of new assistant professors in Social Sciences, General in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1994-95, 4.7 percent (33/709) vs 4.3 percent (3,487/80,545) and lower in 1997-98, 3.8 percent (27/706) vs. 4.9 percent (3,964/80,911).

RESULTS OF THE TWO PRIVATE STUDIES: 1994-95 AND 1997-98

The PRIVATE 1994-95 salary study in the above table indicates that the discipline/major field of Social Sciences, General was reported in 65 of the 387 private institutions. The average salary of the 515 faculty was \$49,031, an average salary 4.6 percent higher than the average salary of \$46,880 for all 41,044 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

In the PRIVATE 1997-98 salary study in the above table, 65 of the same 387 private institutions reported Social Sciences, General. The average salary of the 540 faculty was \$55,216, an average salary 7.3 percent higher than the average salary of \$51,446 for all 42,401 faculty in ALL MAJOR FIELDS in the 1997-98 private study.

The three-year increase in average salaries for all faculty in Social Sciences, General in the private institutions studied was 12.6 percent (\$55,216 minus \$49,031 equals \$6,185). The CPI increased cost-of-living between October 1994 and October 1997 was 8.1 percent. A more realistic increase, therefore, in the average faculty salaries of Social Sciences, General over the three-year time period, is 4.5 percent or 1.5 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.7 percent (\$51,446 minus \$46,880 equals \$4,566). In comparison to Social Sciences, General (12.6%), the faculty in ALL MAJOR FIELDS increased their salaries 2.9 percent less than faculty in Social Sciences, General.

For both studies in the discipline/major field of Social Sciences, General, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank : 35.9 percent vs. 31.5 percent (1994-95); and 40.2 percent vs 23.9 percent (1997-98). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.1 percent vs. 30.7 percent (1994-95) and 33.6 percent vs. 30.0 percent (1997-98).

Finally, the hiring rate for new assistant professors in Social Sciences, General was exactly the same as the hiring rate in ALL MAJOR FIELDS in the 1994-95 private study: 4.3 percent (22/515) vs. 4.3 percent (1,749/41,044) and lower in the 1997-98 private study: 4.3 percent (23/540) vs. 4.7 percent (2,009/42,401).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Social Sciences, General and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1994-95 through the "trend year" of 1997-98. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 2,470 (1.0%) faculty in the discipline/major field of Social Sciences, General participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 244,901 participating faculty. The same 262 public institutions and the same 387 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Social Sciences, General in 1994-95 were seven percent below and five percent above the average faculty salary factors for all ranks in ALL

MAJOR FIELDS (1.00). In both the public and private studies the average faculty salary factors for all ranks in Social Sciences, General in 1997-98 were six percent below and seven percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1997 CPI reflects an 8.1 percent increase over the October 1994 CPI and indicates that the faculty in Social Sciences, General in the public institutions received an average annual salary increase of 1.0 percent above the cost-of-living. In the private institutions the annual average salary increase was 1.5 percent above the cost-of-living.

Third, in both the 1994-95 and 1997-98 public and private studies in Social Sciences, General, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Social Sciences, General is firmly established and ongoing in the academy.

Finally, the hiring rate of new assistant professors in Social Sciences, General in the 1997-98 public study and the 1997-98 private study was lower than the hiring rate of ALL MAJOR FIELDS. However, in the hiring rate for new assistant professors in the 1994-95 private study was exactly the same as the hiring rate for ALL MAJOR FIELDS; and, in the 1994-95 public study the hiring rate was higher.

Because a significant data base of average faculty salaries in the academic discipline/major field of Social Sciences, General has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and Education studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
- C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	GEOGRAPHY
ADMINISTRATIVE ASSISTANT/SECRETARIAL	GEOLOGY
SCIENCE, GENERAL	HISTORY, GENERAL
ANTHROPOLOGY	HOME ECONOMICS
ARCHITECTURE AND RELATED PROGRAMS	LIBRARY SCIENCE
AREA, ETHNIC, AND CULTURAL STUDIES	MARKETING MANAGEMENT AND RESEARCH
ART, GENERAL	MATHEMATICS
BIOLOGICAL SCIENCES/LIFE SCIENCES	MULTI/INTERDISCIPLINARY STUDIES
BUSINESS ADMINISTRATION AND MANAGEMENT,	MUSIC, GENERAL
GENERAL	NURSING (R. N. TRAINING)
BUSINESS MANAGEMENT AND	OCCUPATIONAL THERAPY
MANAGEMENT, GENERAL	PARKS, RECREATION, LEISURE, & FITNESS STUDIES
BUSINESS/MANAGERIAL ECONOMICS	PHILOSOPHY AND RELIGION
CHEMISTRY, GENERAL	PHYSICAL SCIENCES
COMMUNICATIONS	PHYSICAL THERAPY
COMPUTER AND INFORMATION SCIENCES	PHYSICS, GENERAL
COUNSELOR EDUCATION/STUDENT COUNSELING	POLITICAL SCIENCE, GENERAL
AND GUIDANCE SERVICES	PROTECTIVE SERVICES
CURRICULUM AND INSTRUCTION	PSYCHOLOGY
DRAMA/THEATER ARTS, GENERAL	PUBLIC HEALTH, GENERAL
ECONOMICS, GENERAL	READING TEACHER EDUCATION
EDUCATION	SOCIAL SCIENCES, GENERAL
EDUCATION ADMINISTRATION AND	SOCIAL WORK
SUPERVISION, GENERAL	SOCIOLOGY
EDUCATION/INSTRUCTIONAL MEDIA	SPECIAL EDUCATION, GENERAL
TECH/TECHNICIAN	SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
ENGINEERING	TEACHER EDUCATION
ENGINEERING-RELATED TECHNOLOGIES	VISUAL AND PERFORMING ARTS
ENGLISH LANGUAGE AND	
LITERATURE/LETTERS	
ENTERPRISE MANAGEMENT AND OPERATION,	TOTAL 53
GENERAL	
FOREIGN LANGUAGES AND LITERATURES	

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Alabama State University (AL)	Frostburg State University (MD)
Alcorn State University (MS)	George Mason University (VA)
Angelo State University (TX)	Georgia College & State University (GA)
Appalachian State University (NC)	Georgia Southern University (GA)
Arizona State University West (AZ)	Georgia State University (GA)
Arkansas State University (AR)	Glenville State College (WV)
Arkansas Tech University (AR)	Grand Valley State University (MI)
Auburn University at Montgomery (AL)	Harris-Stowe State College (MO)
Augusta State University (GA)	Henderson State University (AR)
Austin Peay State University (TN)	Idaho State University (ID)
Ball State University (IN)	Illinois State University (IL)
Benidji State University (MN)	Indiana State University (IN)
Black Hills State University (SD)	Indiana University at South Bend (IN)
Bloomsburg University of Pennsylvania (PA)	Indiana University East (IN)
Bluefield State College (WV)	Indiana University Kokomo (IN)
Bowie State University (MD)	Indiana University Northwest (IN)
Bridgewater State College (MA)	Indiana University-Purdue University Fort Wayne (IN)
California State University-Bakersfield (CA)	Indiana University-Purdue University Indianapolis (IN)
California State University-Fresno (CA)	Indiana University Southeast (IN)
California State University-Fullerton (CA)	Jacksonville State University (AL)
California State University-Northridge (CA)	James Madison University (VA)
California State University-San Marcos (CA)	Jersey City State College (NJ)
Central Michigan University (MI)	Keene State College (NH)
Central Missouri State University (MO)	Kennesaw State University (GA)
Chadron State College (NE)	Kent State University Main Campus (OH)
Christopher Newport University (VA)	Kentucky State University (KY)
Citadel, Military College of South Carolina, The (SC)	Lake Superior State University (MI)
Clarion University of Pennsylvania (PA)	Lamar University-Beaumont (TX)
Clemson University (SC)	Lander University (SC)
Cleveland State University (OH)	Langston University (OK)
Coastal Carolina University (SC)	Lewis-Clark State College (ID)
College of Charleston (SC)	Lincoln University (PA)
College of New Jersey, The (NJ)	Lock Haven University of Pennsylvania (PA)
Coppin State College (MD)	Longwood College (VA)
Dakota State University (SD)	Louisiana State University and Agricultural and Mechanical College (LA)
Delta State University (MS)	Louisiana State University in Shreveport (LA)
East Carolina University (NC)	Louisiana Tech University (LA)
East Central University (OK)	Marshall University (WV)
East Stroudsburg University of Pennsylvania (PA)	Massachusetts College of Liberal Arts (MA)
Eastern Connecticut University (CT)	Mayville State University (ND)
Eastern Illinois University (IL)	McNeese State University (LA)
Eastern New Mexico University Main Campus (NM)	Mesa State College (CO)
Edinboro University of Pennsylvania (PA)	Metropolitan State College of Denver (CO)
Emporia State University (KS)	Metropolitan State University (MN)
Ferris State University (MI)	Miami University (OH)
Fitchburg State College (MA)	Michigan Technological University (MI)
Fort Hays State University (KS)	Middle Tennessee State University (TN)
Fort Lewis College (CO)	
Francis Marion University (SC)	

Midwestern State University (TX)
 Millersville University of Pennsylvania (PA)
 Minot State University (ND)
 Mississippi State University (MS)
 Mississippi University for Women (MS)
 Missouri Southern State College (MO)
 Missouri Western State College (MO)
 Montana State University-Billings (MT)
 Montclair State University (NJ)
 Moorhead State University (MN)
 Morehead State University (KY)
 Morgan State University (MD)
 Murray State University (KY)
 New Jersey Institute of Technology (NJ)
 New Mexico State University Main Campus (NM)
 Nicholls State University (LA)
 North Carolina Central (NC)
 North Dakota State University Main Campus (ND)
 Northeast Louisiana University (LA)
 Northeastern Illinois University (IL)
 Northeastern State University (OK)
 Northern Arizona University (AZ)
 Northern Kentucky University (KY)
 Northern Michigan University (MI)
 Northwest Missouri State University (MO)
 Northwestern State University (LA)
 Oakland University (MI)
 Ohio State University Main Campus, The (OH)
 Old Dominion University (VA)
 Penn State College (PA)
 Pittsburg State University (KS)
 Plymouth State College (NH)
 Portland State University (OR)
 Purdue University Calumet (IN)
 Radford University (VA)
 Ramapo College of New Jersey (NJ)
 Rhode Island College (RI)
 Richard Stockton College of New Jersey, The (NJ)
 Rowan University (NJ)
 Rutgers, the State University of New Jersey (NJ)
 Saginaw Valley State University (MI)
 Saint Mary's College of Maryland (MD)
 Salem State College (MA)
 Salisbury State University (MD)
 Sam Houston State University (TX)
 San Francisco State University (CA)
 Shawnee State University (OH)
 Shippensburg University of Pennsylvania (PA)
 South Carolina State University (SC)
 South Dakota School of Mines and Technology (SD)
 South Dakota State University (SD)
 Southeast Missouri State University (MO)
 Southeastern Louisiana University (LA)
 Southeastern Oklahoma State University (OK)
 Southern Arkansas University (AR)
 Southern Connecticut State University (CT)
 Southern Illinois University at Carbondale (IL)
 Southern Illinois University at Edwardsville (IL)
 Southern Polytechnic State University (GA)
 Southern University and Agricultural and
 Mechanical College (LA)
 Southern Utah University (UT)
 Southwest Missouri State University (MO)
 Southwest State University (MN)
 Southwest Texas State University (TX)
 Southwestern Oklahoma State University (OK)
 State University of New York at Binghamton (NY)
 State University of New York at Stony Brook (NY)
 State University of New York College at Brockport
 (NY)
 State University of New York College at Cortland
 (NY)
 State University of New York College at Fredonia
 (NY)
 State University of New York College at Geneseo
 (NY)
 State University of New York College at Plattsburgh
 (NY)
 State University of New York Institute of
 Technology at Utica-Rome (NY)
 State University of West Georgia (GA)
 Tarleton State University (TX)
 Temple University (PA)
 Tennessee Technological University (TN)
 Texas A & M International University (TX)
 Texas A & M University-Commerce (TX)
 Texas A & M University-Corpus Christi (TX)
 Texas Southern University (TX)
 Texas Tech University (TX)
 Texas Woman's University (TX)
 Towson University (MD)
 Troy State University (AL)
 Truman State University (MO)
 University of Akron Main Campus, The (OH)
 University of Alabama in Huntsville (AL)
 University of Arkansas at Little Rock (AR)
 University of Central Arkansas (AR)
 University of Central Oklahoma (OK)
 University of Colorado at Denver (CO)
 University of Delaware (DE)
 University of Houston-Clear Lake (TX)
 University of Houston-Downtown (TX)
 University of Maine (ME)
 University of Maine at Farmington (ME)
 University of Maine at Fort Kent (ME)
 University of Maine at Presque Isle (ME)
 University of Massachusetts Amherst (MA)
 University of Massachusetts Boston (MA)
 University of Massachusetts Dartmouth (MA)
 University of Memphis, The (TN)
 University of Michigan-Dearborn (MI)
 University of Minnesota-Duluth (MN)

University of Minnesota-Morris (MN)
 University of Missouri-Kansas City (MO)
 University of Missouri-Saint Louis (MO)
 University of Montevallo (AL)
 University of Nebraska at Kearney (NE)
 University of Nebraska at Omaha (NE)
 University of Nevada-Las Vegas (NV)
 University of North Carolina at Asheville (NC)
 University of North Carolina at Charlotte (NC)
 University of North Carolina at Greensboro (NC)
 University of North Carolina at Pembroke (NC)
 University of North Carolina at Wilmington (NC)
 University of North Texas (TX)
 University of Northern Colorado (CO)
 University of Puerto Rico-Humacao University
 College (PR)
 University of South Alabama (AL)
 University of South Carolina-Aiken (SC)
 University of South Carolina-Spartanburg (SC)
 University of Southern Colorado (CO)
 University of Southern Indiana (IN)
 University of Southern Mississippi (MS)
 University of Southwestern Louisiana (LA)
 University of Tennessee at Chattanooga (TN)
 University of Tennessee at Martin (TN)
 University of Tennessee, Memphis (TN)
 University of Texas at Arlington (TX)
 University of Texas at Dallas (TX)
 University of Texas at El Paso (TX)
 University of Texas at San Antonio (TX)
 University of the Virgin Islands, St. Thomas (VI)
 University of Toledo (OH)
 University of West Florida (FL)
 University of Wisconsin-Eau Claire (WI)
 University of Wisconsin-Green Bay (WI)
 University of Wisconsin-La Crosse (WI)
 University of Wisconsin-Oshkosh (WI)
 University of Wisconsin-Platteville (WI)
 University of Wisconsin-Stevens Point (WI)
 University of Wisconsin-Stout (WI)
 University of Wisconsin-Superior (WI)
 University of Wisconsin-Whitewater (WI)
 Valdosta State University (GA)
 Valley City State University (ND)
 Virginia State University (VA)
 Washburn University of Topeka (KS)
 Washington State University (WA)
 Wayne State College (NE)
 Weber State University (UT)
 West Texas A & M University (TX)
 West Virginia University Institute of Technology
 (WV)
 Western Carolina University (NC)
 Western Illinois University (IL)
 Western Kentucky University (KY)
 Western Michigan University (MI)

Western Montana College of the University of
 Montanan (MT)
 Western Oregon University (OR)
 Wichita State University (KS)
 William Paterson University of New Jersey (NJ)
 Winston-Salem State University (NC)
 Winthrop University (SC)
 Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Brown University (RI)
Agnes Scott College (GA)	Bryan College (TN)
Albertson College of Idaho (ID)	Bryant College (RI)
Albertus Magnus College (CT)	Bryn Mawr College (PA)
Albright College (PA)	Buena Vista University (IA)
Alderson-Broadbent College (WV)	Butler University (IN)
Alfred University (NY)	Cabrini College (PA)
Allegheny College (PA)	Caldwell College (NJ)
Allentown College of St. Francis De Sales (PA)	Calvin College (MI)
Alma College (MI)	Canisius College (NY)
Alvernia College (PA)	Capitol College (MD)
Alverno College (WI)	Cardinal Stritch College (WI)
Amherst College (MA)	Carlow College (PA)
Anderson University (IN)	Case Western Reserve University (OH)
Aquinas College (MI)	Catawba College (NC)
Ashbury College (KY)	Cazenovia College (NY)
Ashland University (OH)	Cedarville College (OH)
Aurora University (IL)	Central Baptist College (AR)
Avila College (MO)	Central Methodist College (MO)
Azusa Pacific University (CA)	Chapman University (CA)
Babson College (MA)	Charleston Southern University (SC)
Baker College of Flint (MI)	Christian Brothers University (TN)
Baker College of Muskegon (MI)	Christian Heritage College (CA)
Baker University (KS)	Claremont McKenna College (CA)
Baldwin-Wallace College (OH)	Clarke College (IA)
Barat College (IL)	Clarkson College (NE)
Barnard College (NY)	Clarkson University (NY)
Barry University (FL)	Colby-Sawyer College (NH)
Bastyr University (WA)	College Misericordia (PA)
Beaver College (PA)	College of Notre Dame of Maryland (MD)
Bellarmine College (KY)	College of Our Lady of the Elms (MA)
Bellevue University (NE)	College of Saint Catherine (MN)
Belmont Abbey College (NC)	College of Saint Elizabeth (NJ)
Belmont University (TN)	College of Saint Mary (NE)
Benedict College (SC)	College of Saint Rose (NY)
Benedictine University (IL)	College of Saint Scholastica (MN)
Bennett College (NC)	College of the Southwest (NM)
Bentley College (MA)	Colorado Christian University (CO)
Bethany College (KS)	Columbia College (MO)
Bethel College (IN)	Columbia College (SC)
Bethel College (KS)	Columbia International University (SC)
Bethel College (MN)	Concordia College (NE)
Birmingham-Southern College (AL)	Concordia College (NY)
Blackburn College (IL)	Concordia College Moorhead (MN)
Bluefield College (VA)	Concordia College Saint Paul (MN)
Bradford College (MA)	Concordia University (CA)
Bradley University (IL)	Cooper Union for the Advancement of Science and Art, (The) (NY)
Brandeis University (MA)	Cornerstone College (MI)
Brenau University (GA)	Covenant College (GA)
Briar Cliff College (IA)	

Creighton University (NE)
 Culver-Stockton College (MO)
 D'Youville College (NY)
 Dakota Wesleyan University (SD)
 Davidson College (NC)
 Davis & Elkins College (WV)
 DePaul University (IL)
 Dickinson College (PA)
 Doane College (NE)
 Dominican College of Blauvelt (NY)
 Dominion College of San Rafael (CA)
 Dordt College (IA)
 Drake University (IA)
 Drury College (MO)
 Duquesne University (PA)
 East Texas Baptist University (TX)
 Eastern Mennonite University (VA)
 Eckerd College (FL)
 Edgewood College (WI)
 Elizabethtown College (PA)
 Elmhurst College (IL)
 Elmira College (NY)
 Emerson College (MA)
 Emmanuel College (MA)
 Emory University (GA)
 Eureka College (IL)
 Fairfield University (CT)
 Ferrum College (VA)
 Florida Institute of Technology (FL)
 Franciscan University of Steubenville (OH)
 Franklin College of Indiana (IN)
 Freed-Hardeman University (TN)
 Friends University (KS)
 Gannon University (PA)
 Gardner-Webb University (NC)
 George Washington University (DC)
 Georgetown College (KY)
 Georgian Court College (NJ)
 Golden Gate University (CA)
 Gonzaga University (WA)
 Gordon College (MA)
 Goshen College (IN)
 Grand View College (IA)
 Grinnell College (IA)
 Guilford College (NC)
 Hampton-Sydney College (VA)
 Hannibal-LaGrange College (MO)
 Hartwick College (NY)
 Hastings College (NE)
 Hilbert College (NY)
 Hiram College (OH)
 Hofstra University (NY)
 Holy Family College (PA)
 Holy Names College (CA)
 Hope College (MI)
 Houghton College (NY)
 Howard College (DC)
 Husson College (ME)
 Immaculata College (PA)
 Inter American University of Puerto Rico
 Barranquitas (PR)
 Iona College (NY)
 Ithaca College (NY)
 Jacksonville University (FL)
 John Brown University (AR)
 John Carroll University (OH)
 John Hopkins University (MD)
 Judson College (AL)
 Juniata College (PA)
 Kalamazoo College (MI)
 Kentucky Wesleyan College (KY)
 Kenyon College (OH)
 Kings's College (PA)
 La Roche College (PA)
 La Salle University (PA)
 La Sierra University (CA)
 Lafayette College (PA)
 LaGrange College (GA)
 Le Moyne College (NY)
 Lebanon Valley College (PA)
 Lees-McRae College (NC)
 Lenoir-Rhyne College (NC)
 LeTourneau University (TX)
 Limestone College (SC)
 Lincoln Memorial University (TN)
 Lindsey Wilson College (KY)
 Loras College (IA)
 Louisiana College (LA)
 Loyla Marymount University (CA)
 Loyola University New Orleans (LA)
 Lycoming College (PA)
 Lynchburg College (VA)
 Lyon College (AR)
 Madonna University (MI)
 Malone College (OH)
 Manhattan Christian College (KS)
 Marion College (IN)
 Marion College of Fond du lac (WI)
 Marietta College (OH)
 Marist College (NY)
 Mars Hill College (NC)
 Mary Baldwin College (VA)
 Marymount College (NY)
 Marymount University (VA)
 Maryville University of St. Louis (MO)
 Marywood College (PA)
 Massachusetts Institute of Technology (MA)
 McMurry University (TX)
 McPherson College (KS)
 Medaille College (NY)
 Mercer University (GA)
 Mercy College (NY)

Meredith College (NC)	Ripon College (WI)
Merrimack College (MA)	Rivier College (NH)
Messiah College (PA)	Roanoke College (VA)
Midland Lutheran College (NE)	Robert Morris College (PA)
Midway College (KY)	Rockford College (IL)
Milligan College (TN)	Rockhurst College (MO)
Millikin University (IL)	Rollins College (FL)
Molloy College (NY)	Roosevelt University (IL)
Monmouth College (NJ)	Rose-Hulman Institute of Technology (IN)
Morningside College (IA)	Sacred Heart University (CT)
Morris Brown College (GA)	Saint Francis College (IN)
Mount Olive College (NC)	Saint Francis College (PA)
Mulhenberg College (PA)	Saint John's University (MN)
Muskingum College (OH)	Saint Joseph's University (PA)
National University (CA)	Saint Mary's College (IN)
Neumann College (PA)	Saint Mary's College of California (CA)
New Hampshire College (NH)	Saint Mary's University of Minnesota (MN)
Niagara University (NY)	Saint Peter's College (NJ)
North Carolina Wesleyan College (NC)	Saint Vincent College (PA)
North Central College (IL)	Saint Xavier University (IL)
Northeastern University (MA)	Salem College (NC)
Northland College (WI)	Salem-Teikyo University (WV)
Northwest College (WA)	Salve Regina University (RI)
Northwestern College (IA)	Samuel Merritt College (CA)
Northwestern College (MN)	San Jose Christian College (CA)
Norwich University (VT)	Santa Clara University (CA)
Notre Dame College (NH)	Scripps College (CA)
Notre Dame College (OH)	Seattle Pacific University (WA)
Nova Southeastern University (FL)	Seattle University (WA)
Occidental College (CA)	Seton Hill College (PA)
Oglethorpe University (GA)	Shorter College (GA)
Ohio Northern University (OH)	Siena College (NY)
Oklahoma Baptist University (OK)	Siena Heights College (MI)
Our Lady of the Lake University (TX)	Sierra Nevada College (NV)
Pace University New York Campus (NY)	Simpson College (CA)
Pacific Lutheran University (WA)	Simpson College (IA)
Pacific Oaks College (CA)	Southern Adventist University (TN)
Palm Beach Atlantic College (FL)	Southern California College (CA)
Pepperdine University (CA)	Southern Vermont College (VT)
Pfeiffer University (NC)	Southwestern College (AZ)
Piedmont College (GA)	Spalding University (KY)
Pikeville College (KY)	Spring Arbor College (MI)
Pine Manor College (MA)	Springfield College (MA)
Pittsburgh Theological Seminary (PA)	St. Ambrose University (IA)
Point Park College (PA)	St. Andrews Presbyterian College (NC)
Presbyterian College (SC)	St. Bonaventure University (NY)
Providence College (RI)	St. Edward's University (TX)
Quincy University (IL)	St. John Fisher College (NY)
Randolph-Macon College (VA)	St. John's University (NY)
Reed College (OR)	St. Mary's University (TX)
Reformed Bible College (MI)	St. Olaf College (MN)
Regent University (VA)	Stanford University (CA)
Regis College (MA)	Stetson University (FL)
Rensselaer Polytechnic Institute (NY)	Stevens Institute of Technology (NJ)
Rhodes College (TN)	Susquehanna University (PA)
Rider University (NJ)	Teachers College Columbia University (NY)

Jeikyo Post University (CT)
 Texas Christian University (TX)
 The Catholic University of America (DC)
 The Defiance College (OH)
 The Sage College (NY)
 Thomas College (ME)
 Thomas Moore College (KY)
 Trinity College of Vermont (VT)
 Tulane University (LA)
 Tusculum University (TN)
 Tuskegee University (AL)
 Union College (NE)
 Union Institute (OH)
 Union Theological Seminary and Presbyterian
 School of Christian Education (VA)
 United States International University (CA)
 University of Bridgeport (CT)
 University of Central Texas (TX)
 University of Charleston (WV)
 University Of Detroit Mercy (MI)
 University of Dubuque (IA)
 University of Hartford (CT)
 University of La Verne (CA)
 University of Miami (FL)
 University of New England (ME)
 University of Portland (OR)
 University of Richmond (VA)
 University of Rio Grande (OH)
 University of Saint Thomas (MN)
 University of San Diego (CA)
 University of San Francisco (CA)
 University of Scranton (PA)
 University of Sioux Falls (SD)
 University of the Ozarks (AR)
 University of the Pacific (CA)
 University of the South (TN)
 University of Tulsa (OK)
 Upper Iowa University (IA)
 Ursuline College (OH)
 Valparaiso University (IN)
 Villanova University (PA)
 Viterbo College (WI)
 Walsh University (OH)
 Warren Wilson College (NC)
 Warburg College (IA)
 Washington and Jefferson College (PA)
 Washington College (MD)
 Webber College (FL)
 West Virginia Wesleyan College (WV)
 Western Baptist College (OR)
 Western Maryland College (MD)
 Western New England College (MA)
 Westminster College (PA)
 Wheaton College (MA)
 Wheeling Jesuit University (WV)
 Whittier College (CA)

Widener University (PA)
 William Jewell College (MO)
 William Penn College (IA)
 William Woods University (MO)
 William Baptist College (AR)
 Wilmington College (OH)
 Wisconsin Lutheran College (WI)
 Worcester Polytechnic Institute (MA)
 York College of Pennsylvania (PA)
 Xavier University (OH)

SALARY-TREND STUDY OF FACULTY IN
SOCIAL WORK
FOR THE YEARS
1994-95 AND 1997-98

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1997-98: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Social Work. The CIP defines the discipline/major field of Social Work as,

An instructional program that prepares individuals for the professional practice of social welfare administration and counseling, and that describes the study of organized means of providing basic support services for vulnerable individuals and groups. Includes instruction in social welfare policy; case work planning; social counseling and intervention strategies; administrative procedures and regulations; and specific applications in areas such as child welfare and family services, probation, employment services, and disability counseling.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 142--44.0701).]

This article summarizes the overall average salary increases in the discipline/major field of Social Work for both public and private institutions from the "baseline year" of 1994-95 to and including the "trend year" of 1997-98. Of the 305 institutions which participated in CUPA's PUBLIC study of 1994-95, 262 also participated in 1997-98. Data from those same 262 institutions were used in both the baseline year and the trend year. Of the 514 institutions which participated in

CUPA's PRIVATE study of 1994-95, 387 also participated in 1997-98. Data from those same 387 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Social Work for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1994-95 and 1997-98).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 33.2 for associate

professors of Social Work in the 1994-95 public study means that 33.2 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1994-95, PUBLIC 1997-98, PRIVATE 1994-95 and PRIVATE 1997-98. For example, a SALARY FACTOR of 0.99 for associate professors in the discipline/major field of Social Work in the 1994-95 public study means that their average salary is one percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1994-95 or 1997-98). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Social Work with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1994-95 and the "trend year" of 1997-98 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

			PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN
DISCIPLINE: PUBLIC ADMINISTRATION AND SERVICES																				
MAJOR FIELD: Social Work																				
PUBLIC, 1994-95																				
AVERAGE																				
SALARY	55747	182	74	45561	258	96	36306	275	107	35396	48	40	30805	62	36	43494	777	126		
FAC MIX																				
PC I	23.4%			33.2%			35.4%			6.2%			8.0%					100.0%		
SALARY																				
FACTOR	0.95			0.99			0.95			0.98			1.08					0.92		
ALL MAJOR FIELDS																				
AVERAGE																				
SALARY	58932	28035		46171	23794		38132	23157		36193	3487		28571	5559		47087	80545	262		
FAC MIX																				
PC I	34.8%			29.5%			28.8%			4.3%			6.9%					100.0%		
DISCIPLINE: PUBLIC ADMINISTRATION AND SERVICES																				
MAJOR FIELD: Social Work																				
PUBLIC, 1997-98																				
AVERAGE																				
SALARY	60994	198	78	48803	287	104	39860	356	119	38558	68	45	32494	65	37	46783	906	135		
FAC MIX																				
PC I	21.9%			31.7%			39.3%			7.5%			7.2%					100.0%		
SALARY																				
FACTOR	0.94			0.97			0.97			0.98			1.05					0.91		
ALL MAJOR FIELDS																				
AVERAGE																				
SALARY	64740	28214		50192	24517		41065	22819		39286	3964		31016	5361		51420	80911	262		
FAC MIX																				
PC I	34.9%			30.3%			28.2%			4.9%			6.6%					100.0%		
DISCIPLINE: PUBLIC ADMINISTRATION AND SERVICES																				
MAJOR FIELD: Social Work																				
PRIVATE, 1994-95																				
AVERAGE																				
SALARY	54221	81	39	42069	149	76	33121	177	84	32431	30	28	30803	27	18	39987	434	114		
FAC MIX																				
PC I	18.7%			34.3%			40.8%			6.9%			6.2%					100.0%		
SALARY																				
FACTOR	0.91			0.93			0.89			0.93			1.03					0.85		
ALL MAJOR FIELDS																				
AVERAGE																				
SALARY	59877	13579		45094	12852		37388	12597		34897	1749		30044	2016		46880	41044	387		
FAC MIX																				
PC I	33.1%			31.3%			30.7%			4.3%			4.9%					100.0%		
DISCIPLINE: PUBLIC ADMINISTRATION AND SERVICES																				
MAJOR FIELD: Social Work																				
PRIVATE, 1997-98																				
AVERAGE																				
SALARY	59329	84	42	45641	165	81	37233	196	95	37371	39	33	34145	26	13	43949	471	120		
FAC MIX																				
PC I	17.8%			35.0%			41.6%			8.3%			5.5%					100.0%		
SALARY																				
FACTOR	0.90			0.93			0.92			0.96			1.03					0.85		
ALL MAJOR FIELDS																				
AVERAGE																				
SALARY	65803	14238		49311	13414		40563	12704		39107	2009		33099	2045		51446	42401	387		
FAC MIX																				
PC I	33.6%			31.6%			30.0%			4.7%			4.8%					100.0%		

BEST COPY AVAILABLE

RESULTS OF THE TWO PUBLIC STUDIES: 1994-95 AND 1997-98

In the PUBLIC 1994-95 study in the above table, the discipline/major field of Social Work was reported in 126 of the 262 public institutions. The average salary of the 777 faculty was \$43,494. This average salary was approximately 8.3 percent lower than the average salary of \$47,087 for all 80,545 faculty in ALL MAJOR FIELDS in the same 1994-95 public study.

For the PUBLIC 1997-98 salary study in the above table, Social Work was reported in 135 of the same 262 public institutions. The average salary of the 906 faculty was \$46,783. This average salary was approximately 9.9 percent lower than the average salary of \$51,420 for all 80,911 faculty in ALL MAJOR FIELDS in the 1997-98 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Social Work in the public institutions studied was 7.6 percent (\$46,783 minus \$43,494 equals \$3,289). The CPI of increase cost-of-living between October 1994 and October 1997 was 8.1 percent. In comparison, with the CPI, there was a relative increase in Social Work average faculty salaries over the three-year period by .5 percent or an average of 0.2 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.2 percent (\$51,420 minus \$47,087 equals \$4,333). In comparison to the discipline/major field of Social Work (7.6%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.6 percent more than the faculty in the discipline/major field of Social Work.

In the 1994-95 study the faculty mix percentage in Social Work is lower at the professor rank than at the assistant professor rank: 23.4 percent vs. 35.4 percent; and lower in the 1997-98 study; 21.9 percent vs 39.3 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.8 percent

vs 28.8 percent (1994-95) and 34.9 percent vs 28.2 percent (1997-98).

Finally, the hiring rate of new assistant professors in Social Work in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1994-95, 6.2 percent (48/777) vs 4.3 percent (3,487/80,545) and higher in 1997-98, 7.5 percent (68/906) vs. 4.9 percent (3,964/80,911).

RESULTS OF THE TWO PRIVATE STUDIES: 1994-95 AND 1997-98

The PRIVATE 1994-95 salary study in the above table indicates that the discipline/major field of Social Work was reported in 114 of the 387 private institutions. The average salary of the 434 faculty was \$39,987, an average salary 17.2 percent lower than the average salary of \$46,880 for all 41,044 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

In the PRIVATE 1997-98 salary study in the above table, 120 of the same 387 private institutions reported Social Work. The average salary of the 471 faculty was \$43,949, an average salary 17.1 percent lower than the average salary of \$51,446 for all 42,401 faculty in ALL MAJOR FIELDS in the 1997-98 private study.

The three-year increase in average salaries for all faculty in Social Work in the private institutions studied was 9.9 percent (\$43,949 minus \$39,987 equals \$3,962). The CPI increased cost-of-living between October 1994 and October 1997 was 8.1 percent. A more realistic increase, therefore, in the average faculty salaries of Social Work over the three-year time period, is 1.8 percent or .6 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.7 percent. In comparison to Social Work (9.9%), the faculty in ALL MAJOR FIELDS increased their salaries .2 percent less than faculty in Social Work.

For both studies in the discipline/major field of Social Work, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 18.7 percent vs. 40.8

percent (1994-95); and 17.8 percent vs 41.6 percent (1997-98). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.1 percent vs. 30.7 percent (1994-95) and 33.6 percent vs. 30.0 percent (1997-98).

Finally, the hiring rate for new assistant professors in Social Work was higher than the hiring rate in ALL MAJOR FIELDS in the 1994-95 private study: 6.9 percent (30/434) vs. 4.3 percent (1,749/41,044) and higher in the 1997-98 private study: 8.3 percent (39/471) vs. 4.7 percent (2,009/42,401).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Social Work and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1994-95 through the "trend year" of 1997-98. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 2,588 (1.1%) faculty in the discipline/major field of Social Work participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 244,901 participating faculty. The same 262 public institutions and the same 387 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Social Work in 1994-95 were eight percent and 15 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00). In both the public and private studies the average faculty salary factors for all ranks in Social Work in 1997-98 were nine percent below and 15 percent below the average salary factors for all ranks

in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1997 CPI reflects an 8.1 percent increase over the October 1994 CPI and indicates that the faculty in Social Work in the public institutions received an average annual salary increase of 0.2 percent below the cost-of-living. In the private institutions the annual average salary increase was .6 percent above the cost-of-living.

Third, in both the 1994-95 and 1997-98 public and private studies in Social Work, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Social Work is still emerging in the academy.

Finally, the hiring rate of new assistant professors in Social Work in the 1994-95 and 1997-98 public studies and in the 1994-95 and 1997-98 private studies was higher than the hiring rate of ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Social Work has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and Education studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 9
- B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 10
- C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	GEOGRAPHY
ADMINISTRATIVE ASSISTANT/SECRETARIAL	GEOLOGY
SCIENCE, GENERAL	HISTORY, GENERAL
ANTHROPOLOGY	HOME ECONOMICS
ARCHITECTURE AND RELATED PROGRAMS	LIBRARY SCIENCE
AREA, ETHNIC, AND CULTURAL STUDIES	MARKETING MANAGEMENT AND RESEARCH
ART, GENERAL	MATHEMATICS
BIOLOGICAL SCIENCES/LIFE SCIENCES	MULTI/INTERDISCIPLINARY STUDIES
BUSINESS ADMINISTRATION AND MANAGEMENT,	MUSIC, GENERAL
GENERAL	NURSING (R. N. TRAINING)
BUSINESS MANAGEMENT AND	OCCUPATIONAL THERAPY
MANAGEMENT, GENERAL	PARKS, RECREATION, LEISURE, & FITNESS STUDIES
BUSINESS MANAGERIAL ECONOMICS	PHILOSOPHY AND RELIGION
CHEMISTRY, GENERAL	PHYSICAL SCIENCES
COMMUNICATIONS	PHYSICAL THERAPY
COMPUTER AND INFORMATION SCIENCES	PHYSICS, GENERAL
COUNSELOR EDUCATION/STUDENT COUNSELING	POLITICAL SCIENCE, GENERAL
AND GUIDANCE SERVICES	PROTECTIVE SERVICES
CURRICULUM AND INSTRUCTION	PSYCHOLOGY
DRAMA/THEATER ARTS, GENERAL	PUBLIC HEALTH, GENERAL
ECONOMICS, GENERAL	READING TEACHER EDUCATION
EDUCATION	SOCIAL SCIENCES, GENERAL
EDUCATION ADMINISTRATION AND	SOCIAL WORK
SUPERVISION, GENERAL	SOCIOLOGY
EDUCATION INSTRUCTIONAL MEDIA	SPECIAL EDUCATION, GENERAL
TECH/TECHNICIAN	SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
ENGINEERING	TEACHER EDUCATION
ENGINEERING-RELATED TECHNOLOGIES	VISUAL AND PERFORMING ARTS
ENGLISH LANGUAGE AND	
LITERATURE/LETTERS	
ENTERPRISE MANAGEMENT AND OPERATION,	TOTAL 53
GENERAL	
FOREIGN LANGUAGES AND LITERATURES	

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Alabama State University (AL)	Frostburg State University (MD)
Alcorn State University (MS)	George Mason University (VA)
Angelo State University (TX)	Georgia College & State University (GA)
Appalachian State University (NC)	Georgia Southern University (GA)
Arizona State University West (AZ)	Georgia State University (GA)
Arkansas State University (AR)	Glenville State College (WV)
Arkansas Tech University (AR)	Grand Valley State University (MI)
Auburn University at Montgomery (AL)	Harris-Stowe State College (MO)
Augusta State University (GA)	Henderson State University (AR)
Austin Peay State University (TN)	Idaho State University (ID)
Ball State University (IN)	Illinois State University (IL)
Bemidji State University (MN)	Indiana State University (IN)
Black Hills State University (SD)	Indiana University at South Bend (IN)
Bloomsburg University of Pennsylvania (PA)	Indiana University East (IN)
Bluefield State College (WV)	Indiana University Kokomo (IN)
Bowie State University (MD)	Indiana University Northwest (IN)
Bridgewater State College (MA)	Indiana University-Purdue University Fort Wayne (IN)
California State University-Bakersfield (CA)	Indiana University-Purdue University Indianapolis (IN)
California State University-Fresno (CA)	Indiana University Southeast (IN)
California State University-Fullerton (CA)	Jacksonville State University (AL)
California State University-Northridge (CA)	James Madison University (VA)
California State University-San Marcos (CA)	Jersey City State College (NJ)
Central Michigan University (MI)	Keene State College (NH)
Central Missouri State University (MO)	Kennesaw State University (GA)
Chadron State College (NE)	Kent State University Main Campus (OH)
Christopher Newport University (VA)	Kentucky State University (KY)
Citadel, Military College of South Carolina, The (SC)	Lake Superior State University (MI)
Clarion University of Pennsylvania (PA)	Lamar University-Beaumont (TX)
Clemson University (SC)	Lander University (SC)
Cleveland State University (OH)	Langston University (OK)
Coastal Carolina University (SC)	Lewis-Clark State College (ID)
College of Charleston (SC)	Lincoln University (PA)
College of New Jersey, The (NJ)	Lock Haven University of Pennsylvania (PA)
Coppin State College (MD)	Longwood College (VA)
Dakota State University (SD)	Louisiana State University and Agricultural and Mechanical College (LA)
Delta State University (MS)	Louisiana State University in Shreveport (LA)
East Carolina University (NC)	Louisiana Tech University (LA)
East Central University (OK)	Marshall University (WV)
East Stroudsburg University of Pennsylvania (PA)	Massachusetts College of Liberal Arts (MA)
Eastern Connecticut University (CT)	Mayville State University (ND)
Eastern Illinois University (IL)	McNeese State University (LA)
Eastern New Mexico University Main Campus (NM)	Mesa State College (CO)
Edinboro University of Pennsylvania (PA)	Metropolitan State College of Denver (CO)
Emporia State University (KS)	Metropolitan State University (MN)
Ferris State University (MI)	Miami University (OH)
Fitchburg State College (MA)	Michigan Technological University (MI)
Fort Hays State University (KS)	Middle Tennessee State University (TN)
Fort Lewis College (CO)	
Francis Marion University (SC)	

Midwestern State University (TX)
 Millersville University of Pennsylvania (PA)
 Minot State University (ND)
 Mississippi State University (MS)
 Mississippi University for Women (MS)
 Missouri Southern State College (MO)
 Missouri Western State College (MO)
 Montana State University-Billings (MT)
 Montclair State University (NJ)
 Moorhead State University (MN)
 Morehead State University (KY)
 Morgan State University (MD)
 Murray State University (KY)
 New Jersey Institute of Technology (NJ)
 New Mexico State University Main Campus (NM)
 Nicholls State University (LA)
 North Carolina Central (NC)
 North Dakota State University Main Campus (ND)
 Northeast Louisiana University (LA)
 Northeastern Illinois University (IL)
 Northeastern State University (OK)
 Northern Arizona University (AZ)
 Northern Kentucky University (KY)
 Northern Michigan University (MI)
 Northwest Missouri State University (MO)
 Northwestern State University (LA)
 Oakland University (MI)
 Ohio State University Main Campus, The (OH)
 Old Dominion University (VA)
 Penn State College (NE)
 Pittsburg State University (KS)
 Plymouth State College (NH)
 Portland State University (OR)
 Purdue University Calumet (IN)
 Radford University (VA)
 Ramapo College of New Jersey (NJ)
 Rhode Island College (RI)
 Richard Stockton College of New Jersey, The (NJ)
 Rowan University (NJ)
 Rutgers, the State University of New Jersey (NJ)
 Saginaw Valley State University (MI)
 Saint Mary's College of Maryland (MD)
 Salem State College (MA)
 Salisbury State University (MD)
 Sam Houston State University (TX)
 San Francisco State University (CA)
 Shawnee State University (OH)
 Shippensburg University of Pennsylvania (PA)
 South Carolina State University (SC)
 South Dakota School of Mines and Technology (SD)
 South Dakota State University (SD)
 Southeast Missouri State University (MO)
 Southeastern Louisiana University (LA)
 Southeastern Oklahoma State University (OK)
 Southern Arkansas University (AR)
 Southern Connecticut State University (CT)
 Southern Illinois University at Carbondale (IL)
 Southern Illinois University at Edwardsville (IL)
 Southern Polytechnic State University (GA)
 Southern University and Agricultural and Mechanical College (LA)
 Southern Utah University (UT)
 Southwest Missouri State University (MO)
 Southwest State University (MN)
 Southwest Texas State University (TX)
 Southwestern Oklahoma State University (OK)
 State University of New York at Binghamton (NY)
 State University of New York at Stony Brook (NY)
 State University of New York College at Brockport (NY)
 State University of New York College at Cortland (NY)
 State University of New York College at Fredonia (NY)
 State University of New York College at Geneseo (NY)
 State University of New York College at Plattsburgh (NY)
 State University of New York Institute of Technology at Utica-Rome (NY)
 State University of West Georgia (GA)
 Tarleton State University (TX)
 Temple University (PA)
 Tennessee Technological University (TN)
 Texas A & M International University (TX)
 Texas A & M University-Commerce (TX)
 Texas A & M University-Corpus Christi (TX)
 Texas Southern University (TX)
 Texas Tech University (TX)
 Texas Woman's University (TX)
 Towson University (MD)
 Troy State University (AL)
 Truman State University (MO)
 University of Akron Main Campus, The (OH)
 University of Alabama in Huntsville (AL)
 University of Arkansas at Little Rock (AR)
 University of Central Arkansas (AR)
 University of Central Oklahoma (OK)
 University of Colorado at Denver (CO)
 University of Delaware (DE)
 University of Houston-Clear Lake (TX)
 University of Houston-Downtown (TX)
 University of Maine (ME)
 University of Maine at Farmington (ME)
 University of Maine at Fort Kent (ME)
 University of Maine at Presque Isle (ME)
 University of Massachusetts Amherst (MA)
 University of Massachusetts Boston (MA)
 University of Massachusetts Dartmouth (MA)
 University of Memphis, The (TN)
 University of Michigan-Dearborn (MI)
 University of Minnesota-Duluth (MN)

University of Minnesota-Morris (MN)
 University of Missouri-Kansas City (MO)
 University of Missouri-Saint Louis (MO)
 University of Montevallo (AL)
 University of Nebraska at Kearney (NE)
 University of Nebraska at Omaha (NE)
 University of Nevada-Las Vegas (NV)
 University of North Carolina at Asheville (NC)
 University of North Carolina at Charlotte (NC)
 University of North Carolina at Greensboro (NC)
 University of North Carolina at Pembroke (NC)
 University of North Carolina at Wilmington (NC)
 University of North Texas (TX)
 University of Northern Colorado (CO)
 University of Puerto Rico Humacao University
 College (PR)
 University of South Alabama (AL)
 University of South Carolina-Aiken (SC)
 University of South Carolina Spartanburg (SC)
 University of Southern Colorado (CO)
 University of Southern Indiana (IN)
 University of Southern Mississippi (MS)
 University of Southwestern Louisiana (LA)
 University of Tennessee at Chattanooga (TN)
 University of Tennessee at Martin (TN)
 University of Tennessee, Memphis (TN)
 University of Texas at Arlington (TX)
 University of Texas at Dallas (TX)
 University of Texas at El Paso (TX)
 University of Texas at San Antonio (TX)
 University of the Virgin Islands, St. Thomas (VI)
 University of Toledo (OH)
 University of West Florida (FL)
 University of Wisconsin-Eau Claire (WI)
 University of Wisconsin-Green Bay (WI)
 University of Wisconsin-La Crosse (WI)
 University of Wisconsin-Oshkosh (WI)
 University of Wisconsin-Platteville (WI)
 University of Wisconsin-Stevens Point (WI)
 University of Wisconsin-Stout (WI)
 University of Wisconsin-Superior (WI)
 University of Wisconsin-Whitewater (WI)
 Valdosta State University (GA)
 Valley City State University (ND)
 Virginia State University (VA)
 Washburn University of Topeka (KS)
 Washington State University (WA)
 Wayne State College (NE)
 Weber State University (UT)
 West Texas A & M University (TX)
 West Virginia University Institute of Technology
 (WV)
 Western Carolina University (NC)
 Western Illinois University (IL)
 Western Kentucky University (KY)
 Western Michigan University (MI)

Western Montana College of the University of
 Montanan (MT)
 Western Oregon University (OR)
 Wichita State University (KS)
 William Paterson University of New Jersey (NJ)
 Winston-Salem State University (NC)
 Winthrop University (SC)
 Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Briar Cliff College (IA)
Agnes Scott College (GA)	Brown University (RI)
Albertson College of Idaho (ID)	Bryan College (TN)
Albertus Magnus College (CT)	Bryant College (RI)
Albright College (PA)	Bryn Mawr College (PA)
Alderson-Broadthus College (WV)	Buena Vista University (IA)
Alfred University (NY)	Butler University (IN)
Allegheny College (PA)	Cabrini College (PA)
Allentown College of St. Francis De Sales (PA)	Caldwell College (NJ)
Alma College (MI)	Calvin College (MI)
Alvernia College (PA)	Canisius College (NY)
Alverno College (WI)	Capitol College (MD)
Amherst College (MA)	Cardinal Stiech College (WI)
Anderson University (IN)	Carlow College (PA)
Antioch University (OH)	Case Western Reserve University (OH)
Aquinas College (MI)	Catawba College (NC)
Asbury College (KY)	Cazenovia College (NY)
Ashland University (OH)	Cedarville College (OH)
Aurora University (IL)	Central Baptist College (AR)
Avila College (MO)	Central Methodist College (MO)
Azusa Pacific University (CA)	Chapman University (CA)
Babson College (MA)	Charleston Southern University (SC)
Baker College of Flint (MI)	Christian Brothers University (TN)
Baker College of Muskegon (MI)	Christian Heritage College (CA)
Baker University (KS)	Claremont McKenna College (CA)
Baldwin-Wallace College (OH)	Clarke College (IA)
Barat College (IL)	Clarkson College (NE)
Barnard College (NY)	Clarkson University (NY)
Barry University (FL)	Colby-Sawyer College (NH)
Bastyr University (WA)	College Misericordia (PA)
Beaver College (PA)	College of Notre Dame of Maryland (MD)
Bellarmino College (KY)	College of Our Lady of the Elms (MA)
Bellevue University (NE)	College of Saint Catherine (MN)
Belmont Abbey College (NC)	College of Saint Elizabeth (NJ)
Belmont University (TN)	College of Saint Mary (NE)
Benedict College (SC)	College of Saint Rose (NY)
Benedictine University (IL)	College of Saint Scholastica (MN)
Bennett College (NC)	College of the Southwest (NM)
Bentley College (MA)	Colorado Christian University (CO)
Bethany College (KS)	Columbia College (MO)
Bethel College (IN)	Columbia College (SC)
Bethel College (KS)	Columbia International University (SC)
Bethel College (MN)	Concordia College Moorhead (MN)
Birmingham Southern College (AL)	Concordia College (NE)
Blackburn College (IL)	Concordia College (NY)
Bluefield College (VA)	Concordia University (CA)
Bradford College (MA)	Concordia University (MN)
Bradley University (IL)	Cooper Union for the Advancement of Science and Art (The) (NY)
Brandeis University (MA)	
Brenau University (GA)	

Cornerstone College and Grand Rapids Baptist
 Seminary (MI)
 Covenant College (GA)
 Creighton University (NE)
 Culver-Stockton College (MO)
 D'Youville College (NY)
 Dakota Wesleyan University (SD)
 Davidson College (NC)
 Davis & Elkins College (WV)
 DePaul University (IL)
 Dickinson College (PA)
 Doane College (NE)
 Dominican College of Blauvelt (NY)
 Dominican College of San Rafael (CA)
 Dordt College (IA)
 Drake University (IA)
 Drury College (MO)
 Duquesne University (PA)
 East Texas Baptist University (TX)
 Eastern Mennonite University (VA)
 Eckerd College (FL)
 Edgewood College (WI)
 Elizabethtown College (PA)
 Elmhurst College (IL)
 Elmira College (NY)
 Emerson College (MA)
 Emmanuel College (MA)
 Emory University (GA)
 Eureka College (IL)
 Fairfield University (CT)
 Ferrum College (VA)
 Florida Institute of Technology (FL)
 Franciscan University of Steubenville (OH)
 Franklin College of Indiana (IN)
 Freed-Hardeman University (TN)
 Friends University (KS)
 Gannon University (PA)
 Gardner-Webb University (NC)
 George Washington University (DC)
 Georgetown College (KY)
 Georgian Court College (NJ)
 Golden Gate University (CA)
 Gonzaga University (WA)
 Gordon College (MA)
 Goshen College (IN)
 Grand View College (IA)
 Grinnell College (IA)
 Guilford College (NC)
 Hampton-Sydney College (VA)
 Hannibal-LaGrange College (MO)
 Hartwick College (NY)
 Hastings College (NE)
 Hilbert College (NY)
 Hiram College (OH)
 Hofstra University (NY)
 Holy Family College (PA)

Holy Names College (CA)
 Hope College (MI)
 Houghton College (NY)
 Howard University (DC)
 Husson College (ME)
 Immaculata College (PA)
 Inter American University of Puerto Rico Bayamon
 Campus (PR)
 Iona College (NY)
 Ithaca College (NY)
 Jacksonville University (FL)
 John Brown University (AR)
 John Carroll University (OH)
 John Hopkins University (MD)
 Judson College (AL)
 Juniata College (PA)
 Kalamazoo College (MI)
 Kentucky Wesleyan College (KY)
 Kenyon College (OH)
 King's College (PA)
 La Roche College (PA)
 La Salle University (PA)
 LaSierra University (CA)
 Lafayette College (PA)
 LaGrange College (GA)
 Le Moyne College (NY)
 Lebanon Valley College (PA)
 Lees-McRae College (NC)
 Lenoir-Rhyne College (NC)
 LeTourneau University (TX)
 Limestone College (SC)
 Lincoln Memorial University (TN)
 Lindsay Wilson College (KY)
 Loras College (IA)
 Louisiana College (LA)
 Loyola Marymount University (CA)
 Loyola University New Orleans (LA)
 Lycoming College (PA)
 Lynchburg College (VA)
 Lyon College (AR)
 Madonna University (MI)
 Malone College (OH)
 Manhattan Christian College (KS)
 Marian College (IN)
 Marian College of Fond du Lac (WI)
 Marietta College (OH)
 Marist College (NY)
 Mars Hill College (NC)
 Mary Baldwin College (VA)
 Marymount College (NY)
 Marymount University (VA)
 Maryville University of St Louis (MO)
 Marywood College (PA)
 Massachusetts Institute of Technology (MA)
 McMurray University (TX)

McPherson College (KS)
 Medaille College (NY)
 Mercer University (GA)
 Mercy College (NY)
 Meredith College (NC)
 Merrimack College (MA)
 Messiah College (PA)
 Midland Lutheran College (NE)
 Midway College (KY)
 Milligan College (TN)
 Millikin University (IL)
 Molloy College (NY)
 Monmouth University (NJ)
 Morningside College (IA)
 Morris Brown College (GA)
 Mount Olive College (NC)
 Mulhenberg College (PA)
 Muskingum College (OH)
 National University (CA)
 Neumann College (PA)
 New Hampshire College (NH)
 Niagara University (NY)
 North Carolina Wesleyan College (NC)
 North Central College (IL)
 Northeastern University (MA)
 Northland College (WI)
 Northwest College (WA)
 Northwestern College (IA)
 Northwestern College (MN)
 Norwich University (VT)
 Notre Dame College (NH)
 Notre Dame College (OH)
 Nova Southeastern University (FL)
 Occidental College (CA)
 Oglethorpe University (GA)
 Ohio Northern University (OH)
 Oklahoma Baptist University (OK)
 Our Lady of the Lake University (TX)
 Pace University New York Campus (NY)
 Pacific Lutheran University (WA)
 Pacific Oaks College (CA)
 Palm Beach Atlantic College (FL)
 Pepperdine University (CA)
 Pfeiffer University (NC)
 Piedmont College (GA)
 Pikeville College (KY)
 Pine Manor College (MA)
 Pittsburgh Theological Seminary (PA)
 Point Park College (PA)
 Presbyterian College (SC)
 Providence College (RI)
 Quincy University (IL)
 Randolph-Macon College (VA)
 Reed College (OR)
 Reformed Bible College (MI)
 Regis College (MA)

Rensselaer Polytechnic Institute (NY)
 Rhodes College (TN)
 Rider University (NJ)
 Ripon College (WI)
 Rivier College (NH)
 Roanoke College (VA)
 Robert Morris College (PA)
 Rockford College (IL)
 Rockhurst College (MO)
 Rollins College (FL)
 Roosevelt University (IL)
 Rose-Hulman Institute of Technology (IN)
 Sacred Heart University (CT)
 Saint Francis College (IN)
 Saint Francis College (PA)
 Saint John's University (MN)
 Saint Joseph's University (PA)
 Saint Mary's College (IN)
 Saint Mary's College of California (CA)
 Saint Mary's University of Minnesota (MN)
 Saint Peter's College (NJ)
 Saint Vincent College (PA)
 Saint Xavier University (IL)
 Salem College (NC)
 Salem-Teikyo University (WV)
 Salve Regina University (RI)
 Samuel Merritt College (CA)
 San Jose Christian College (CA)
 Santa Clara University (CA)
 Scripps College (CA)
 Seattle Pacific University (WA)
 Seattle University (WA)
 Seton Hill College (PA)
 Shorter College (GA)
 Siena College (NY)
 Siena Heights College (MI)
 Sierra Nevada College (NV)
 Simpson College (CA)
 Simpson College (IA)
 Southern Adventist University (TN)
 Southern California College (CA)
 Southern Vermont College (VT)
 Southwestern College (AZ)
 Spalding University (KY)
 Spring Arbor College (MI)
 Springfield College (MA)
 St. Ambrose University (IA)
 St. Andrews Presbyterian College (NC)
 St. Bonaventure University (NY)
 St. Edward's University (TX)
 St. John Fisher College (NY)
 St. John's University (NY)
 St. Mary's University (TX)
 St. Olaf College (MN)
 Stanford University (CA)
 Stetson University (FL)

Stevens Institute of Technology (NJ)	Wheaton College (MA)
Susquehanna University (PA)	Wheeling Jesuit University (WV)
Teachers College, Columbia University (NY)	Whittier College (CA)
Teikyo Post University (CT)	Widener University (PA)
Texas Christian University (TX)	William Jewell College (MO)
The Catholic University of America (DC)	William Penn College (IA)
The Defiance College, (OH)	William Woods University (MO)
The Sage Colleges (NY)	Williams Baptist College (AR)
Thomas College (ME)	Wilmington College (OH)
Thomas More College (KY)	Wisconsin Lutheran College (WI)
Trinity College of Vermont (VT)	Worcester Polytechnic Institute (MA)
Tulane University (LA)	Xavier University (OH)
Tusculum University (TN)	York College of Pennsylvania (PA)
Tuskegee University (AL)	
Union College (NE)	
Union Institute (OH)	
Union Theological Seminary and Presbyterian School of Christian Education (VA)	
United States International University (CA)	
University of Bridgeport (CT)	
University of Central Texas (TX)	
University of Charleston (WV)	
University of Detroit Mercy (MI)	
University of Dubuque (IA)	
University of Hartford (CT)	
University of La Verne (CA)	
University of Miami (FL)	
University of New England (ME)	
University of Portland (OR)	
University of Richmond (VA)	
University of Rio Grande (OH)	
University of Saint Thomas (MN)	
University of San Diego (CA)	
University of San Francisco (CA)	
University of Scranton (PA)	
University of Sioux Falls (SD)	
University of the Ozarks (AR)	
University of the Pacific (CA)	
University of the South (TN)	
University of Tulsa (OK)	
Upper Iowa University (IA)	
Ursuline College (OH)	
Valparaiso University (IN)	
Villanova University (PA)	
Viterbo College (WI)	
Walsh University (OH)	
Warren Wilson College (NC)	
Warburg College (IA)	
Washington and Jefferson College (PA)	
Washington College (MD)	
Webber College (FL)	
West Virginia Wesleyan College (WV)	
Western Baptist College (OR)	
Western Maryland College (MD)	
Western New England College (MA)	
Westminster College (PA)	

SALARY-TREND STUDY OF FACULTY IN
SOCIOLOGY
FOR THE YEARS
1994-95 AND 1997-98

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1997-98: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Sociology. The CIP defines the discipline/major field of Sociology as,

An instructional program that describes the systematic study of human social institutions and social relationships. Includes instruction in social theory, sociological research methods, social organization and structure social stratification and hierarchies, dynamics of social change, family structures, social deviance and control, and applications to the study of specific social groups, social institutions, and social problems.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 148--45.1101).]

This article summarizes the overall average salary increases in the discipline/major field of Sociology for both public and private institutions from the "baseline year" of 1994-95 to and including the "trend year" of 1997-98. Of the 305 institutions which participated in CUPA's PUBLIC study of 1994-95, 262 also participated in 1997-98. Data from those same 262 institutions were used in both the baseline year and the trend year. Of the 514 institutions which participated in CUPA's PRIVATE study of 1994-95, 387 also participated in 1997-98. Data from those same 387

institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Sociology for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1994-95 and 1997-98).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 30.7 for associate professors of Sociology in the 1994-95 public study means that 30.7 percent of the faculty in that

discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1994-95, PUBLIC 1997-98, PRIVATE 1994-95 and PRIVATE 1997-98. For example, a SALARY FACTOR of 0.94 for associate professors in the discipline/major field of Sociology in the 1994-95 public study means that their average salary is six percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1994-95 or 1997-98). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Sociology with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1994-95 and the "trend year" of 1997-98 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

			PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN
DISCIPLINE: SOCIAL SCIENCES																				
MAJOR FIELD: Sociology																				
PUBLIC, 1994-95																				
AVERAGE																				
SALARY	55672	725	185	43333	560	180	35325	479	174	33629	90	71	27933	59	47	45637	1823	213		
FAC MIX																				
PC I	39.8%			30.7%			26.3%			4.9%			3.2%			100.0%				
SALARY																				
FACTOR	0.94			0.94			0.93			0.93			0.98			0.97				
ALL MAJOR FIELDS																				
AVERAGE																				
SALARY	58932	28035		46177	23794		38132	23157		36193	3487		28571	5559		47087	80545	262		
FAC MIX																				
PC I	34.8%			29.5%			28.8%			4.3%			6.9%			100.0%				
DISCIPLINE: SOCIAL SCIENCES																				
MAJOR FIELD: Sociology																				
PUBLIC, 1997-98																				
AVERAGE																				
SALARY	60058	764	190	47002	505	171	38263	511	173	36296	99	70	29509	59	42	49436	1839	215		
FAC MIX																				
PC I	41.5%			27.5%			27.8%			5.4%			3.2%			100.0%				
SALARY																				
FACTOR	0.93			0.94			0.93			0.92			0.95			0.96				
ALL MAJOR FIELDS																				
AVERAGE																				
SALARY	64740	28214		50192	24517		41065	22819		39286	3964		31016	5361		51420	80911	262		
FAC MIX																				
PC I	34.9%			30.3%			28.2%			4.9%			6.6%			100.0%				
DISCIPLINE: SOCIAL SCIENCES																				
MAJOR FIELD: Sociology																				
PRIVATE, 1994-95																				
AVERAGE																				
SALARY	55300	323	169	43843	309	159	35123	249	140	32204	49	42	30074	20	19	45235	901	259		
FAC MIX																				
PC I	35.8%			34.3%			27.6%			5.4%			2.2%			100.0%				
SALARY																				
FACTOR	0.92			0.97			0.94			0.92			1.00			0.96				
ALL MAJOR FIELDS																				
AVERAGE																				
SALARY	59877	13579		45094	12852		37388	12597		34897	1749		30044	2016		46880	41044	387		
FAC MIX																				
PC I	33.1%			31.3%			30.7%			4.3%			4.9%			100.0%				
DISCIPLINE: SOCIAL SCIENCES																				
MAJOR FIELD: Sociology																				
PRIVATE, 1997-98																				
AVERAGE																				
SALARY	61083	342	183	46741	305	160	38331	248	141	36411	41	34	32137	26	23	49390	921	272		
FAC MIX																				
PC I	37.1%			33.1%			26.9%			4.5%			2.8%			100.0%				
SALARY																				
FACTOR	0.93			0.95			0.94			0.93			0.97			0.96				
ALL MAJOR FIELDS																				
AVERAGE																				
SALARY	65803	14238		49311	13414		40563	12704		39107	2009		33099	2045		51446	42401	387		
FAC MIX																				
PC I	33.6%			31.6%			30.0%			4.7%			4.8%			100.0%				

RESULTS OF THE TWO PUBLIC STUDIES: 1994-95 AND 1997-98

In the PUBLIC 1994-95 study in the above table, the discipline/majorfield of Sociology was reported in 213 of the 262 public institutions. The average salary of the 1,823 faculty was \$45,637. This average salary was approximately 3.2 percent lower than the average salary of \$47,087 for all 80,545 faculty in ALL MAJOR FIELDS in the same 1994-95 public study.

For the PUBLIC 1997-98 salary study in the above table, Sociology was reported in 215 of the same 262 public institutions. The average salary of the 1,839 faculty was \$49,436. This average salary was approximately 4.0 percent lower than the average salary of \$51,420 for all 80,911 faculty in ALL MAJOR FIELDS in the 1997-98 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Sociology in the public institutions studied was 8.3 percent (\$49,436 minus \$45,637 equals \$3,799). The CPI of increase cost-of-living between October 1994 and October 1997 was 8.1 percent. In comparison, with the CPI, there was a relative increase in Sociology average faculty salaries over the three-year period by .3 percent or an average of .1 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.2 percent (\$51,420 minus \$47,087 equals \$4,333). In comparison to the discipline/majorfield of Sociology (8.4%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .8 percent more than the faculty in the discipline/major field of Sociology.

In the 1994-95 study the faculty mix percentage in Sociology is higher at the professor rank than at the assistant professor rank: 39.8 percent vs. 26.3 percent; and, higher in the 1997-98 study it is 41.5 percent vs. 27.8 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.8 percent vs 28.8 percent (1994-95) and 34.9 percent vs 28.2 percent (1997-98)

Finally, the hiring rate of new assistant professors in Sociology in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1994-95, 4.9 percent (90/1,823) vs 4.3 percent (3,487/80,545) and higher in 1997-98, 5.4 percent (99/1,839) vs. 4.9 percent (3,964/80,911).

RESULTS OF THE TWO PRIVATE STUDIES: 1994-95 AND 1997-98

The PRIVATE 1994-95 salary study in the above table indicates that the discipline/major field of Sociology was reported in 259 of the 387 private institutions. The average salary of the 901 faculty was \$45,235, an average salary 3.6 percent lower than the average salary of \$46,880 for all 41,044 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

In the PRIVATE 1997-98 salary study in the above table, 272 of the same 387 private institutions reported Sociology. The average salary of the 921 faculty was \$49,390, an average salary 4.2 percent lower than the average salary of \$51,446 for all 42,401 faculty in ALL MAJOR FIELDS in the 1997-98 private study.

The three-year increase in average salaries for all faculty in Sociology in the private institutions studied was 9.2 percent (\$49,390 minus \$45,235 equals \$4,155). The CPI increased cost-of-living between October 1994 and October 1997 was 8.1 percent. A more realistic increase, therefore, in the average faculty salaries of Sociology over the three-year time period, is 1.1 percent or .4 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.7 percent (\$51,446 minus \$46,880 equals \$4,566). In comparison to Sociology (9.2%), the faculty in ALL MAJOR FIELDS increased their salaries .5 percent more than faculty in Sociology.

For both studies in the discipline/major field of Sociology, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 35.8 percent vs. 27.6

percent (1994-95); and 37.1 percent vs 26.9 percent, (1997-98). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.1 percent vs. 30.7 percent (1994-95) and 33.6 percent vs. 30.0 percent (1997-98).

Finally, the hiring rate for new assistant professors in Sociology was higher than the hiring rate in ALL MAJOR FIELDS in the 1994-95 private study: 5.4 percent (49/901) vs. 4.3 percent (1,749/41,044) and lower in the 1997-98 private study: 4.5 percent (41/921) vs. 4.7 percent (2,009/42,401).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Sociology and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1994-95 through the "trend year" of 1997-98. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 5,484 (2.2%) faculty in the discipline/major field of Sociology participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 244,901 participating faculty. The same 262 public institutions and the same 387 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Sociology 1994-95 were three percent and four percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Sociology in 1997-98 were four percent and four percent below the average salary factors for all ranks in ALL

MAJOR FIELDS (1.00), respectively.

Second, the October 1997 CPI reflects an 8.1 percent increase over the October 1994 CPI and indicates that the faculty in Sociology in the public institutions received an average annual salary increase of .1 above the cost-of-living. In the private institutions the annual average salary increase was .4 percent above the cost-of-living.

Third, in both the 1994-95 and 1997-98 public and private studies in Sociology, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in the public and private studies the discipline/major field of Sociology is firmly established and on going in the academy.

Finally, the hiring rate of new assistant professors in Sociology in the 1994-95 and the 1997-98 public studies was higher than the hiring rate of ALL MAJOR FIELDS. In the 1994-95 private study the hiring rate for new assistant professors was also higher than the hiring rate for ALL MAJOR FIELDS; and, in 1997-98 private study it was lower.

Because a significant data base of average faculty salaries in the academic discipline/major field of Sociology has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and Education studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 9
- B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 10
- C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	GEOGRAPHY
ADMINISTRATIVE ASSISTANT/SECRETARIAL	GEOLOGY
SCIENCE, GENERAL	HISTORY, GENERAL
ANTHROPOLOGY	HOME ECONOMICS
ARCHITECTURE AND RELATED PROGRAMS	LIBRARY SCIENCE
AREA, ETHNIC, AND CULTURAL STUDIES	MARKETING MANAGEMENT AND RESEARCH
ART, GENERAL	MATHEMATICS
BIOLOGICAL SCIENCES/LIFE SCIENCES	MULTI/INTERDISCIPLINARY STUDIES
BUSINESS ADMINISTRATION AND MANAGEMENT,	MUSIC, GENERAL
GENERAL	NURSING (R. N. TRAINING)
BUSINESS MANAGEMENT AND	OCCUPATIONAL THERAPY
MANAGEMENT, GENERAL	PARKS, RECREATION, LEISURE, & FITNESS STUDIES
BUSINESS MANAGERIAL ECONOMICS	PHILOSOPHY AND RELIGION
CHEMISTRY, GENERAL	PHYSICAL SCIENCES
COMMUNICATIONS	PHYSICAL THERAPY
COMPUTER AND INFORMATION SCIENCES	PHYSICS, GENERAL
COUNSELOR EDUCATION/STUDENT COUNSELING	POLITICAL SCIENCE, GENERAL
AND GUIDANCE SERVICES	PROTECTIVE SERVICES
CURRICULUM AND INSTRUCTION	PSYCHOLOGY
DRAMA/THEATER ARTS, GENERAL	PUBLIC HEALTH, GENERAL
ECONOMICS, GENERAL	READING TEACHER EDUCATION
EDUCATION	SOCIAL SCIENCES, GENERAL
EDUCATION ADMINISTRATION AND	SOCIAL WORK
SUPERVISION, GENERAL	SOCIOLOGY
EDUCATION/INSTRUCTIONAL MEDIA	SPECIAL EDUCATION, GENERAL
TECH/TECHNICIAN	SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
ENGINEERING	TEACHER EDUCATION
ENGINEERING-RELATED TECHNOLOGIES	VISUAL AND PERFORMING ARTS
ENGLISH LANGUAGE AND	
LITERATURE/LETTERS	
ENTERPRISE MANAGEMENT AND OPERATION,	TOTAL 53
GENERAL	
FOREIGN LANGUAGES AND LITERATURES	

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Alabama State University (AL)	Frostburg State University (MD)
Alcorn State University (MS)	George Mason University (VA)
Angelo State University (TX)	Georgia College & State University (GA)
Appalachian State University (NC)	Georgia Southern University (GA)
Arizona State University West (AZ)	Georgia State University (GA)
Arkansas State University (AR)	Glennville State College (WV)
Arkansas Tech University (AR)	Grand Valley State University (MI)
Auburn University at Montgomery (AL)	Harris-Stowe State College (MO)
Augusta State University (GA)	Henderson State University (AR)
Austin Peay State University (TN)	Idaho State University (ID)
Ball State University (IN)	Illinois State University (IL)
Bemidji State University (MN)	Indiana State University (IN)
Black Hills State University (SD)	Indiana University at South Bend (IN)
Bloomsburg University of Pennsylvania (PA)	Indiana University East (IN)
Bluefield State College (WV)	Indiana University Kokomo (IN)
Bowie State University (MD)	Indiana University Northwest (IN)
Bridgewater State College (MA)	Indiana University-Purdue University Fort Wayne (IN)
California State University-Bakersfield (CA)	Indiana University-Purdue University Indianapolis (IN)
California State University-Fresno (CA)	Indiana University Southeast (IN)
California State University-Fullerton (CA)	Jacksonville State University (AL)
California State University-Northridge (CA)	James Madison University (VA)
California State University-San Marcos (CA)	Jersey City State College (NJ)
Central Michigan University (MI)	Keene State College (NH)
Central Missouri State University (MO)	Kennesaw State University (GA)
Chadron State College (NE)	Kent State University Main Campus (OH)
Christopher Newport University (VA)	Kentucky State University (KY)
Citadel, Military College of South Carolina, The (SC)	Lake Superior State University (MI)
Clarion University of Pennsylvania (PA)	Lamar University-Beaumont (TX)
Clemson University (SC)	Lander University (SC)
Cleveland State University (OH)	Langston University (OK)
Coastal Carolina University (SC)	Lewis Clark State College (ID)
College of Charleston (SC)	Lincoln University (PA)
College of New Jersey, The (NJ)	Lock Haven University of Pennsylvania (PA)
Coppin State College (MD)	Longwood College (VA)
Dakota State University (SD)	Louisiana State University and Agricultural and Mechanical College (LA)
Delta State University (MS)	Louisiana State University in Shreveport (LA)
East Carolina University (NC)	Louisiana Tech University (LA)
East Central University (OK)	Marshall University (WV)
East Stroudsburg University of Pennsylvania (PA)	Massachusetts College of Liberal Arts (MA)
Eastern Connecticut University (CT)	Mayville State University (ND)
Eastern Illinois University (IL)	McNeese State University (LA)
Eastern New Mexico University Main Campus (NM)	Mesa State College (CO)
Edinboro University of Pennsylvania (PA)	Metropolitan State College of Denver (CO)
Emporia State University (KS)	Metropolitan State University (MN)
Ferris State University (MI)	Miami University (OH)
Fitchburg State College (MA)	Michigan Technological University (MI)
Fort Hays State University (KS)	Middle Tennessee State University (TN)
Fort Lewis College (CO)	
Francis Marion University (SC)	

Midwestern State University (TX)
 Millersville University of Pennsylvania (PA)
 Minot State University (ND)
 Mississippi State University (MS)
 Mississippi University for Women (MS)
 Missouri Southern State College (MO)
 Missouri Western State College (MO)
 Montana State University-Billings (MT)
 Montclair State University (NJ)
 Moorhead State University (MN)
 Morehead State University (KY)
 Morgan State University (MD)
 Murray State University (KY)
 New Jersey Institute of Technology (NJ)
 New Mexico State University Main Campus (NM)
 Nicholls State University (LA)
 North Carolina Central (NC)
 North Dakota State University Main Campus (ND)
 Northeast Louisiana University (LA)
 Northeastern Illinois University (IL)
 Northeastern State University (OK)
 Northern Arizona University (AZ)
 Northern Kentucky University (KY)
 Northern Michigan University (MI)
 Northwest Missouri State University (MO)
 Northwestern State University (LA)
 Oakland University (MI)
 Ohio State University Main Campus, The (OH)
 Old Dominion University (VA)
 Peru State College (NE)
 Pittsburg State University (KS)
 Plymouth State College (NH)
 Portland State University (OR)
 Purdue University Calumet (IN)
 Radford University (VA)
 Ramapo College of New Jersey (NJ)
 Rhode Island College (RI)
 Richard Stockton College of New Jersey, The (NJ)
 Rowan University (NJ)
 Rutgers, the State University of New Jersey (NJ)
 Saginaw Valley State University (MI)
 Saint Mary's College of Maryland (MD)
 Salem State College (MA)
 Salisbury State University (MD)
 Sam Houston State University (TX)
 San Francisco State University (CA)
 Shawnee State University (OH)
 Shippensburg University of Pennsylvania (PA)
 South Carolina State University (SC)
 South Dakota School of Mines and Technology (SD)
 South Dakota State University (SD)
 Southeast Missouri State University (MO)
 Southeastern Louisiana University (LA)
 Southeastern Oklahoma State University (OK)
 Southern Arkansas University (AR)
 Southern Connecticut State University (CT)
 Southern Illinois University at Carbondale (IL)
 Southern Illinois University at Edwardsville (IL)
 Southern Polytechnic State University (GA)
 Southern University and Agricultural and
 Mechanical College (LA)
 Southern Utah University (UT)
 Southwest Missouri State University (MO)
 Southwest State University (MN)
 Southwest Texas State University (TX)
 Southwestern Oklahoma State University (OK)
 State University of New York at Binghamton (NY)
 State University of New York at Stony Brook (NY)
 State University of New York College at Brockport
 (NY)
 State University of New York College at Cortland
 (NY)
 State University of New York College at Fredonia
 (NY)
 State University of New York College at Geneseo
 (NY)
 State University of New York College at Plattsburgh
 (NY)
 State University of New York Institute of
 Technology at Utica-Rome (NY)
 State University of West Georgia (GA)
 Tarleton State University (TX)
 Temple University (PA)
 Tennessee Technological University (TN)
 Texas A & M International University (TX)
 Texas A & M University-Commerce (TX)
 Texas A & M University-Corpus Christi (TX)
 Texas Southern University (TX)
 Texas Tech University (TX)
 Texas Woman's University (TX)
 Towson University (MD)
 Troy State University (AL)
 Truman State University (MO)
 University of Akron Main Campus, The (OH)
 University of Alabama in Huntsville (AL)
 University of Arkansas at Little Rock (AR)
 University of Central Arkansas (AR)
 University of Central Oklahoma (OK)
 University of Colorado at Denver (CO)
 University of Delaware (DE)
 University of Houston-Clear Lake (TX)
 University of Houston-Downtown (TX)
 University of Maine (ME)
 University of Maine at Farmington (ME)
 University of Maine at Fort Kent (ME)
 University of Maine at Presque Isle (ME)
 University of Massachusetts Amherst (MA)
 University of Massachusetts Boston (MA)
 University of Massachusetts Dartmouth (MA)
 University of Memphis, The (TN)
 University of Michigan-Dearborn (MI)
 University of Minnesota-Duluth (MN)

University of Minnesota-Morris (MN)
 University of Missouri-Kansas City (MO)
 University of Missouri-Saint Louis (MO)
 University of Montevello (AI)
 University of Nebraska at Kearney (NE)
 University of Nebraska at Omaha (NE)
 University of Nevada-Las Vegas (NV)
 University of North Carolina at Asheville (NC)
 University of North Carolina at Charlotte (NC)
 University of North Carolina at Greensboro (NC)
 University of North Carolina at Pembroke (NC)
 University of North Carolina at Wilmington (NC)
 University of North Texas (TX)
 University of Northern Colorado (CO)
 University of Puerto Rico-Humacao University
 College (PR)
 University of South Alabama (AI)
 University of South Carolina-Aiken (SC)
 University of South Carolina-Spartanburg (SC)
 University of Southern Colorado (CO)
 University of Southern Indiana (IN)
 University of Southern Mississippi (MS)
 University of Southwestern Louisiana (LA)
 University of Tennessee at Chattanooga (TN)
 University of Tennessee at Martin (TN)
 University of Tennessee, Memphis (TN)
 University of Texas at Arlington (TX)
 University of Texas at Dallas (TX)
 University of Texas at El Paso (TX)
 University of Texas at San Antonio (TX)
 University of the Virgin Islands, St. Thomas (VI)
 University of Toledo (OH)
 University of West Florida (FL)
 University of Wisconsin-Eau Claire (WI)
 University of Wisconsin-Green Bay (WI)
 University of Wisconsin-La Crosse (WI)
 University of Wisconsin-Oshkosh (WI)
 University of Wisconsin-Platteville (WI)
 University of Wisconsin-Stevens Point (WI)
 University of Wisconsin-Stout (WI)
 University of Wisconsin-Superior (WI)
 University of Wisconsin-Whitewater (WI)
 Valdosta State University (GA)
 Valley City State University (ND)
 Virginia State University (VA)
 Washburn University of Topeka (KS)
 Washington State University (WA)
 Wayne State College (NE)
 Weber State University (UT)
 West Texas A & M University (TX)
 West Virginia University Institute of Technology
 (WV)
 Western Carolina University (NC)
 Western Illinois University (IL)
 Western Kentucky University (KY)
 Western Michigan University (MI)

Western Montana College of the University of
 Montanan (MT)
 Western Oregon University (OR)
 Wichita State University (KS)
 William Paterson University of New Jersey (NJ)
 Winston-Salem State University (NC)
 Winthrop University (SC)
 Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Briar Cliff College (IA)
Agnes Scott College (GA)	Brown University (RI)
Albertson College of Idaho (ID)	Bryan College (TN)
Albertus Magnus College (CT)	Bryant College (RI)
Albright College (PA)	Bryn Mawr College (PA)
Alderson-Broaddus College (WV)	Buena Vista University (IA)
Alfred University (NY)	Butler University (IN)
Allegheny College (PA)	Cabrini College (PA)
Allentown College of St. Francis De Sales (PA)	Caldwell College (NJ)
Alma College (MI)	Calvin College (MI)
Alvernia College (PA)	Canisius College (NY)
Alverno College (WI)	Capitol College (MD)
Amherst College (MA)	Cardinal Stitch College (WI)
Anderson University (IN)	Carlow College (PA)
Antioch University (OH)	Case Western Reserve University (OH)
Aquinas College (MI)	Catawba College (NC)
Asbury College (KY)	Cazenovia College (NY)
Ashland University (OH)	Cedarville College (OH)
Aurora University (IL)	Central Baptist College (AR)
Avila College (MO)	Central Methodist College (MO)
Azusa Pacific University (CA)	Chapman University (CA)
Babson College (MA)	Charleston Southern University (SC)
Baker College of Flint (MI)	Christian Brothers University (TN)
Baker College of Muskegon (MI)	Christian Heritage College (CA)
Baker University (KS)	Claremont McKenna College (CA)
Baldwin-Wallace College (OH)	Clarke College (IA)
Barat College (IL)	Clarkson College (NE)
Barnard College (NY)	Clarkson University (NY)
Barry University (FL)	Colby-Sawyer College (NH)
Bastyr University (WA)	College Misericordia (PA)
Beaver College (PA)	College of Notre Dame of Maryland (MD)
Bellarmino College (KY)	College of Our Lady of the Elms (MA)
Bellevue University (NE)	College of Saint Catherine (MN)
Belmont Abbey College (NC)	College of Saint Elizabeth (NJ)
Belmont University (TN)	College of Saint Mary (NE)
Benedict College (SC)	College of Saint Rose (NY)
Benedictine University (IL)	College of Saint Scholastica (MN)
Bennett College (NC)	College of the Southwest (NM)
Bentley College (MA)	Colorado Christian University (CO)
Bethany College (KS)	Columbia College (MO)
Bethel College (IN)	Columbia College (SC)
Bethel College (KS)	Columbia International University (SC)
Bethel College (MN)	Concordia College Moorhead (MN)
Birmingham-Southern College (AL)	Concordia College (NE)
Blackburn College (IL)	Concordia College (NY)
Bluefield College (VA)	Concordia University (CA)
Bradford College (MA)	Concordia University (MN)
Bradley University (IL)	Cooper Union for the Advancement of Science and Art (The) (NY)
Brandeis University (MA)	
Brenau University (GA)	

Cornerstone College and Grand Rapids Baptist
 Seminary (MI)
 Covenant College (GA)
 Creighton University (NE)
 Culver-Stockton College (MO)
 D'Youville College (NY)
 Dakota Wesleyan University (SD)
 Davidson College (NC)
 Davis & Elkins College (WV)
 DePaul University (IL)
 Dickinson College (PA)
 Doane College (NE)
 Dominican College of Blauvelt (NY)
 Dominican College of San Rafael (CA)
 Dordt College (IA)
 Drake University (IA)
 Drury College (MO)
 Duquesne University (PA)
 East Texas Baptist University (TX)
 Eastern Mennonite University (VA)
 Eckerd College (FL)
 Edgewood College (WI)
 Elizabethtown College (PA)
 Elmhurst College (IL)
 Elmira College (NY)
 Emerson College (MA)
 Emmanuel College (MA)
 Emory University (GA)
 Eureka College (IL)
 Fairfield University (CT)
 Ferrum College (VA)
 Florida Institute of Technology (FL)
 Franciscan University of Steubenville (OH)
 Franklin College of Indiana (IN)
 Freed Hardeman University (TN)
 Friends University (KS)
 Gannon University (PA)
 Gardner-Webb University (NC)
 George Washington University (DC)
 Georgetown College (KY)
 Georgian Court College (ND)
 Golden Gate University (CA)
 Gonzaga University (WA)
 Gordon College (MA)
 Goshen College (IN)
 Grand View College (IA)
 Grinnell College (IA)
 Guilford College (NC)
 Hampton-Sydney College (VA)
 Hannibal-LaGrange College (MO)
 Hartwick College (NY)
 Hastings College (NE)
 Hilbert College (NY)
 Hiram College (OH)
 Hofstra University (NY)
 Holy Family College (PA)

Holy Names College (CA)
 Hope College (MI)
 Houghton College (NY)
 Howard University (DC)
 Husson College (ME)
 Immaculata College (PA)
 Inter American University of Puerto Rico Bayamon
 Campus (PR)
 Iona College (NY)
 Ithaca College (NY)
 Jacksonville University (FL)
 John Brown University (AR)
 John Carroll University (OH)
 John Hopkins University (MD)
 Judson College (AL)
 Juniata College (PA)
 Kalamazoo College (MI)
 Kentucky Wesleyan College (KY)
 Kenyon College (OH)
 King's College (PA)
 La Roche College (PA)
 La Salle University (PA)
 LaSierra University (CA)
 Lafayette College (PA)
 LaGrange College (GA)
 Le Moyne College (NY)
 Lebanon Valley College (PA)
 Lees-McRae College (NC)
 Lenoir-Rhyne College (NC)
 Letourneau University (TX)
 Limestone College (SC)
 Lincoln Memorial University (TN)
 Lindsay Wilson College (KY)
 Loras College (IA)
 Louisiana College (LA)
 Loyola Marymount University (CA)
 Loyola University New Orleans (LA)
 Lycoming College (PA)
 Lynchburg College (VA)
 Lyon College (AR)
 Madonna University (MI)
 Malone College (OH)
 Manhattan Christian College (KS)
 Marian College (IN)
 Marian College of Fon du lac (WI)
 Marietta College (OH)
 Marist College (NY)
 Mars Hill College (NC)
 Mary Baldwin College (VA)
 Marymount College (NY)
 Marymount University (VA)
 Maryville University of St Louis (MO)
 Marywood College (PA)
 Massachusetts Institute of Technology (MA)
 McMurray University (TX)

McPherson College (KS)
 Medaille College (NY)
 Mercer University (GA)
 Mercy College (NY)
 Meredith College (NC)
 Merrimack College (MA)
 Messiah College (PA)
 Midland Lutheran College (NE)
 Midway College (KY)
 Milligan College (TN)
 Millikin University (IL)
 Molloy College (NY)
 Monmouth University (NJ)
 Morningside College (IA)
 Morris Brown College (GA)
 Mount Olive College (NC)
 Mulhensberg College (PA)
 Muskingum College (OH)
 National University (CA)
 Neumann College (PA)
 New Hampshire College (NH)
 Niagara University (NY)
 North Carolina Wesleyan College (NC)
 North Central College (IL)
 Northeastern University (MA)
 Northland College (WI)
 Northwest College (WA)
 Northwestern College (IA)
 Northwestern College (MN)
 Norwich University (VT)
 Notre Dame College (NH)
 Notre Dame College (OH)
 Nova Southeastern University (FL)
 Occidental College (CA)
 Oglethorpe University (GA)
 Ohio Northern University (OH)
 Oklahoma Baptist University (OK)
 Our Lady of the Lake University (TX)
 Pace University New York Campus (NY)
 Pacific Lutheran University (WA)
 Pacific Oaks College (CA)
 Palm Beach Atlantic College (FL)
 Pepperdine University (CA)
 Pfeiffer University (NC)
 Piedmont College (GA)
 Pikeville College (KY)
 Pine Manor College (MA)
 Pittsburgh Theological Seminary (PA)
 Point Park College (PA)
 Presbyterian College (SC)
 Providence College (RI)
 Quincy University (IL)
 Randolph-Macon College (VA)
 Reed College (OR)
 Reformed Bible College (MI)
 Regis College (MA)
 Rensselaer Polytechnic Institute (NY)
 Rhodes College (TN)
 Rider University (NJ)
 Ripon College (WI)
 Rivier College (NH)
 Roanoke College (VA)
 Robert Morris College (PA)
 Rockford College (IL)
 Rockhurst College (MO)
 Rollins College (FL)
 Roosevelt University (IL)
 Rose-Hulman Institute of Technology (IN)
 Sacred Heart University (CT)
 Saint Francis College (IN)
 Saint Francis College (PA)
 Saint John's University (MN)
 Saint Joseph's University (PA)
 Saint Mary's College (IN)
 Saint Mary's College of California (CA)
 Saint Mary's University of Minnesota (MN)
 Saint Peter's College (NJ)
 Saint Vincent College (PA)
 Saint Xavier University (IL)
 Salem College (NC)
 Salem-Teikyo University (WV)
 Salve Regina University (RI)
 Samuel Merritt College (CA)
 San Jose Christian College (CA)
 Santa Clara University (CA)
 Scripps College (CA)
 Seattle Pacific University (WA)
 Seattle University (WA)
 Seton Hill College (PA)
 Shorter College (GA)
 Siena College (NY)
 Siena Heights College (MI)
 Sierra Nevada College (NV)
 Simpson College (CA)
 Simpson College (IA)
 Southern Adventist University (TN)
 Southern California College (CA)
 Southern Vermont College (VT)
 Southwestern College (AZ)
 Spalding University (KY)
 Spring Arbor College (MI)
 Springfield College (MA)
 St. Ambrose University (IA)
 St. Andrews Presbyterian College (NC)
 St. Bonaventure University (NY)
 St. Edward's University (TX)
 St. John Fisher College (NY)
 St. John's University (NY)
 St. Mary's University (TX)
 St. Olaf College (MN)
 Stanford University (CA)
 Stetson University (FL)

Stevens Institute of Technology (NJ)	Wheaton College (MA)
Susquehanna University (PA)	Wheeling Jesuit University (WV)
Teachers College, Columbia University (NY)	Whittier College (CA)
Teikyo Post University (CT)	Widener University (PA)
Texas Christian University (TX)	William Jewell College (MO)
The Catholic University of America (DC)	William Penn College (IA)
The Defiance College, (OH)	William Woods University (MO)
The Sage Colleges (NY)	Williams Baptist College (AR)
Thomas College (ME)	Wilmington College (OH)
Thomas More College (KY)	Wisconsin Lutheran College (WI)
Trinity College of Vermont (VT)	Worcester Polytechnic Institute (MA)
Tulane University (LA)	Xavier University (OH)
Tusculum University (TN)	York College of Pennsylvania (PA)
Tuskegee University (AL)	
Union College (NE)	
Union Institute (OH)	
Union Theological Seminary and Presbyterian School of Christian Education (VA)	
United States International University (CA)	
University of Bridgeport (CT)	
University of Central Texas (TX)	
University of Charleston (WV)	
University of Detroit Mercy (MI)	
University of Dubuque (IA)	
University of Hartford (CT)	
University of La Verne (CA)	
University of Miami (FL)	
University of New England (ME)	
University of Portland (OR)	
University of Richmond (VA)	
University of Rio Grande (OH)	
University of Saint Thomas (MN)	
University of San Diego (CA)	
University of San Francisco (CA)	
University of Scranton (PA)	
University of Sioux Falls (SD)	
University of the Ozarks (AR)	
University of the Pacific (CA)	
University of the South (TN)	
University of Tulsa (OK)	
Upper Iowa University (IA)	
Ursuline College (OH)	
Valparaiso University (IN)	
Villanova University (PA)	
Viterbo College (WI)	
Walsh University (OH)	
Warren Wilson College (NC)	
Wartburg College (IA)	
Washington and Jefferson College (PA)	
Washington College (MD)	
Webber College (FL)	
West Virginia Wesleyan College (WV)	
Western Baptist College (OR)	
Western Maryland College (MD)	
Western New England College (MA)	
Westminster College (PA)	

SALARY-TREND STUDY OF FACULTY IN
SPECIAL EDUCATION, GENERAL
FOR THE YEARS
1994-95 AND 1997-98

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1997-98: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Special Education, General. The CIP defines the discipline/major field of Special Education, General as,

An instructional program that generally describes the design and provision of teaching and other Education services to children or adults with special learning needs or disabilities, and that may prepare individuals to function as Special Education, General teachers. Includes instruction in diagnosing learning disabilities, developing individual education plans, teaching and supervising Special Education, General students, Special Education, General counseling, and applicable laws and policies.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P.78--13.1001).]

This article summarizes the overall average salary increases in the discipline/major field of Special Education, General for both public and private institutions from the "baseline year" of 1994-95 to and including the "trend year" of 1997-98. Of the 305 institutions which participated in CUPA's PUBLIC study of 1994-95, 262 also participated in 1997-98. Data from those same 262

institutions were used in both the baseline year and the trend year. Of the 514 institutions which participated in CUPA's PRIVATE study of 1994-95, 387 also participated in 1997-98. Data from those same 387 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Special Education, General for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1994-95 and 1997-98).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N IN" refers to the number of institutions that reported salary data for a given academic rank and discipline major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 29.7 for associate professors of Special Education, General in the 1994-95 public study means that 29.7 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1994-95, PUBLIC 1997-98, PRIVATE 1994-95 and PRIVATE 1997-98. For example, a SALARY FACTOR of 0.95 for associate professors in the discipline/major field of Special Education, General in the 1994-95 public study means that their average salary is five percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1994-95 or 1997-98). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Special Education, General with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1994-95 and the "trend year" of 1997-98 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

			PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
			SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN
PUBLIC, 1994-95																				
DISCIPLINE: EDUCATION																				
MAJOR FIELD: Special Education, General																				
AVERAGE																				
SALARY	55439	272	01			44033	229	91				36539	236	91				28751	35	24
FAC MIN																				
PC 1	35.2%					29.7%						30.6%			4.8%			4.5%		100.0%
SALARY																				
FAC TOR	0.94					0.95						0.96			0.96			1.01		0.96
ALL MAJOR FIELDS																				
AVERAGE																				
SALARY	58932	28035				46171	23794					38132	23157		36193	3487		28571	5559	
FAC MIN																				
PC 1	34.8%					29.5%									4.3%			6.9%		100.0%
DISCIPLINE: EDUCATION																				
MAJOR FIELD: Special Education, General																				
PUBLIC, 1997-98																				
AVERAGE																				
SALARY	59708	276	89			46932	236	93				49534	258	83				31312	49	28
FAC MIN																				
PC 1	33.7%					28.8%						31.5%			5.5%			6.0%		100.0%
SALARY																				
FAC TOR	0.92					0.94						0.96			0.95			1.01		0.93
ALL MAJOR FIELDS																				
AVERAGE																				
SALARY	64740	28214				50192	24517					41065	22819		39286	3964		31016	5361	
FAC MIN																				
PC 1	34.9%					30.3%									4.9%			6.6%		100.0%
DISCIPLINE: EDUCATION																				
MAJOR FIELD: Special Education, General																				
PRIVATE, 1994-95																				
AVERAGE																				
SALARY	50874	44	25			41165	45	27				34489	47	29				28478	10	7
FAC MIN																				
PC 1	30.1%					30.8%						32.2%			4.8%			6.8%		100.0%
SALARY																				
FAC TOR	0.85					0.91						0.92			0.99			0.95		0.88
ALL MAJOR FIELDS																				
AVERAGE																				
SALARY	59877	13579				45094	12852					37388	12597		34897	1749		30044	2016	
FAC MIN																				
PC 1	33.1%					31.3%						30.7%			4.3%			4.9%		100.0%
DISCIPLINE: EDUCATION																				
MAJOR FIELD: Special Education, General																				
PRIVATE, 1997-98																				
AVERAGE																				
SALARY	61785	35	21			44545	40	28				37669	54	32				30230	11	9
FAC MIN																				
PC 1	25.0%					28.6%						38.6%			8.6%			7.9%		100.0%
SALARY																				
FAC TOR	0.94					0.90						0.93			0.91			0.91		0.88
ALL MAJOR FIELDS																				
AVERAGE																				
SALARY	65503	14238				49311	13414					40563	12704		39107	2009		33099	2045	
FAC MIN																				
PC 1	33.6%					31.6%						30.0%			4.7%			4.8%		100.0%

RESULTS OF THE TWO PUBLIC STUDIES: 1994-95 AND 1997-98

In the PUBLIC 1994-95 study in the above table, the discipline/major field of Special Education, General was reported in 110 of the 262 public institutions. The average salary of the 772 faculty was \$45,068. This average salary was approximately 4.5 percent lower than the average salary of \$47,087 for all 80,545 faculty in ALL MAJOR FIELDS in the same 1994-95 public study.

For the PUBLIC 1997-98 salary study in the above table, Special Education, General was reported in 110 of the same 262 public institutions. The average salary of the 819 faculty was \$47,972. This average salary was approximately 7.2 percent lower than the average salary of \$51,420 for all 80,911 faculty in ALL MAJOR FIELDS in the 1997-98 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Special Education, General in the public institutions studied was 6.4 percent (\$47,972 minus \$45,068 equals \$2,904). The CPI of increase cost-of-living between October 1994 and October 1997 was 8.1 percent. In comparison, with the CPI, there was a relative increase in Special Education, General average faculty salaries over the three-year period by 1.7 percent or an average of .6 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.2 percent (\$51,420 minus \$47,087 equals \$4,333). In comparison to the discipline/major field of Special Education, General (6.4%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 2.4 percent more than the faculty in the discipline major field of Special Education, General.

In the 1994-95 study the faculty mix percentage in Special Education, General is higher at the professor rank than at the assistant professor rank: 35.2 percent vs. 30.6 percent; in the 1997-98 study it is 33.7 percent vs. 31.5 percent. The differences in faculty mix percentage at the ranks of

professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.8 percent vs 28.8 percent (1994-95) and 34.9 percent vs 28.2 percent (1997-98).

Finally, the hiring rate of new assistant professors in Special Education, General in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1994-95, 4.8 percent (37/772) vs 4.3 percent (3,487/80,545) and higher in 1997-98, 5.5 percent (45/819) vs. 4.9 percent (3,964/80,911).

RESULTS OF THE TWO PRIVATE STUDIES: 1994-95 AND 1997-98

The PRIVATE 1994-95 salary study in the above table indicates that the discipline/major field of Special Education, General was reported in 49 of the 387 private institutions. The average salary of the 146 faculty was \$41,073, an average salary 14.1 percent lower than the average salary of \$46,880 for all 41,044 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

In the PRIVATE 1997-98 salary study in the above table, 50 of the same 387 private institutions reported Special Education, General. The average salary of the 140 faculty was \$45,078, an average salary 14.1 percent lower than the average salary of \$51,446 for all 42,401 faculty in ALL MAJOR FIELDS in the 1997-98 private study.

The three-year increase in average salaries for all faculty in Special Education, General in the private institutions studied was 9.6 percent (\$45,078 minus \$41,073 equals \$4,005). The CPI increased cost-of-living between October 1994 and October 1997 was 8.1 percent. A more realistic increase, therefore, in the average faculty salaries of Special Education, General over the three-year time period, is 1.5 percent or .5 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.7 percent (\$51,446 minus \$46,880 equals \$4,566). In comparison

to Special Education, General (9.6%), the faculty in ALL MAJOR FIELDS increased their salaries .1 percent (9.7% minus 9.6% equals .1%) more than faculty in Special Education, General.

In both private studies for the discipline/major field of Special Education, General, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 30.1 percent vs. 32.2 percent and 25.0 percent vs. 38.6 percent. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.1 percent vs. 30.7 percent (1994-95) and 33.6 percent vs. 30.0 (1997-98).

Finally, the hiring rate for new assistant professors in Special Education, General was higher than the hiring rate in ALL MAJOR FIELDS in the 1994-95 private study: 4.8 percent (7/146) vs. 4.3 percent (1,749/41,044) and higher in the 1997-98 private study: 8.6 percent (12/140) vs. 4.7 percent (2,009/42,401).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Special Education, General and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1994-95 through the "trend year" of 1997-98. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,877 (.8%) faculty in the discipline/major field of Special Education, General participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 244,901 participating faculty. The same 262 public institutions and the same 387 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several

significant points are as follows. First, in both the 1994-95 public and private studies, the average faculty salary factors in the discipline/major field of Special Education, General were four percent and 12 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Special Education, General in 1997-98 were seven percent and 12 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1997 CPI reflects an 8.1 percent increase over the October 1994 CPI and indicates that the faculty in Special Education, General in the public institutions received an average annual salary increase of .6 percent below the cost-of-living. In the private institutions the annual average salary increase was .5 percent above the cost-of-living.

Third, in the 1994-95 and 1997-98 public studies in Special Education, General, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank. However, in both the 1994-95 and 1997-98 private studies in Special Education, General, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, the discipline/major field of Special Education, General is on going in the academy.

Finally, the hiring rate of new assistant professors in the 1994-95 and 1997-98 public studies was higher than the hiring rate of ALL MAJOR FIELDS; and, in the 1994-95 and 1997-98 private study the hiring rate for new assistant professors was higher than the hiring rate for ALL MAJOR FIELDS; and, in the 1997-98 the hiring rate was lower.

Because a significant data base of average faculty salaries in the academic discipline/major field of Special Education, General has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and Education studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
- C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	GEOGRAPHY
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL	GEOLOGY
ANTHROPOLOGY	HISTORY, GENERAL
ARCHITECTURE AND RELATED PROGRAMS	HOME ECONOMICS
AREA, ETHNIC, AND CULTURAL STUDIES	LIBRARY SCIENCE
ART, GENERAL	MARKETING MANAGEMENT AND RESEARCH
BIOLOGICAL SCIENCES/LIFE SCIENCES	MATHEMATICS
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL	MULTI/INTERDISCIPLINARY STUDIES
BUSINESS MANAGEMENT AND MANAGEMENT, GENERAL	MUSIC, GENERAL
BUSINESS/MANAGERIAL ECONOMICS	NURSING (R. N. TRAINING)
CHEMISTRY, GENERAL	OCCUPATIONAL THERAPY
COMMUNICATIONS	PARKS, RECREATION, LEISURE, & FITNESS STUDIES
COMPUTER AND INFORMATION SCIENCES	PHILOSOPHY AND RELIGION
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES	PHYSICAL SCIENCES
CURRICULUM AND INSTRUCTION	PHYSICAL THERAPY
DRAMA/THEATER ARTS, GENERAL	PHYSICS, GENERAL
ECONOMICS, GENERAL	POLITICAL SCIENCE, GENERAL
EDUCATION	PROTECTIVE SERVICES
EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL	PSYCHOLOGY
EDUCATION/INSTRUCTIONAL MEDIA TECHNICIAN	PUBLIC HEALTH, GENERAL
ENGINEERING	READING TEACHER EDUCATION
ENGINEERING-RELATED TECHNOLOGIES	SOCIAL SCIENCES, GENERAL
ENGLISH LANGUAGE AND LITERATURE/LETTERS	SOCIAL WORK
ENTERPRISE MANAGEMENT AND OPERATION, GENERAL	SOCIOLOGY
FOREIGN LANGUAGES AND LITERATURES	SPECIAL EDUCATION, GENERAL
	SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
	TEACHER EDUCATION
	VISUAL AND PERFORMING ARTS
	TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Alabama State University (AL)	Frostburg State University (MD)
Alcorn State University (MS)	George Mason University (VA)
Angelo State University (TX)	Georgia College & State University (GA)
Appalachian State University (NC)	Georgia Southern University (GA)
Arizona State University West (AZ)	Georgia State University (GA)
Arkansas State University (AR)	Glenville State College (WV)
Arkansas Tech University (AR)	Grand Valley State University (MI)
Auburn University at Montgomery (AL)	Harris-Stowe State College (MO)
Augusta State University (GA)	Henderson State University (AR)
Austin Peay State University (TN)	Idaho State University (ID)
Ball State University (IN)	Illinois State University (IL)
Bemidji State University (MN)	Indiana State University (IN)
Black Hills State University (SD)	Indiana University at South Bend (IN)
Bloomsburg University of Pennsylvania (PA)	Indiana University East (IN)
Bluefield State College (WV)	Indiana University Kokomo (IN)
Bowie State University (MD)	Indiana University Northwest (IN)
Bridgewater State College (MA)	Indiana University-Purdue University Fort Wayne (IN)
California State University-Bakersfield (CA)	Indiana University-Purdue University Indianapolis (IN)
California State University-Fresno (CA)	Indiana University Southeast (IN)
California State University-Fullerton (CA)	Jacksonville State University (AL)
California State University-Northridge (CA)	James Madison University (VA)
California State University-San Marcos (CA)	Jersey City State College (NJ)
Central Michigan University (MI)	Keene State College (NH)
Central Missouri State University (MO)	Kennesaw State University (GA)
Chadron State College (NE)	Kent State University Main Campus (OH)
Christopher Newport University (VA)	Kentucky State University (KY)
Citadel, Military College of South Carolina, The (SC)	Lake Superior State University (MI)
Clarion University of Pennsylvania (PA)	Lamar University-Beaumont (TX)
Clemson University (SC)	Lander University (SC)
Cleveland State University (OH)	Langston University (OK)
Coastal Carolina University (SC)	Lewis-Clark State College (ID)
College of Charleston (SC)	Lincoln University (PA)
College of New Jersey, The (NJ)	Lock Haven University of Pennsylvania (PA)
Coppin State College (MD)	Longwood College (VA)
Dakota State University (SD)	Louisiana State University and Agricultural and Mechanical College (LA)
Delta State University (MS)	Louisiana State University in Shreveport (LA)
East Carolina University (NC)	Louisiana Tech University (LA)
East Central University (OK)	Marshall University (WV)
East Stroudsburg University of Pennsylvania (PA)	Massachusetts College of Liberal Arts (MA)
Eastern Connecticut University (CT)	Mayville State University (ND)
Eastern Illinois University (IL)	McNeese State University (LA)
Eastern New Mexico University Main Campus (NM)	Mesa State College (CO)
Edinboro University of Pennsylvania (PA)	Metropolitan State College of Denver (CO)
Emporia State University (KS)	Metropolitan State University (MN)
Ferris State University (MI)	Miami University (OH)
Fitchburg State College (MA)	Michigan Technological University (MI)
Fort Hays State University (KS)	Middle Tennessee State University (TN)
Fort Lewis College (CO)	
Francis Marion University (SC)	

Midwestern State University (TX)
 Millersville University of Pennsylvania (PA)
 Minot State University (ND)
 Mississippi State University (MS)
 Mississippi University for Women (MS)
 Missouri Southern State College (MO)
 Missouri Western State College (MO)
 Montana State University-Billings (MT)
 Montclair State University (NJ)
 Moorhead State University (MN)
 Morehead State University (KY)
 Morgan State University (MD)
 Murray State University (KY)
 New Jersey Institute of Technology (NJ)
 New Mexico State University Main Campus (NM)
 Nicholls State University (LA)
 North Carolina Central (NC)
 North Dakota State University Main Campus (ND)
 Northeast Louisiana University (LA)
 Northeastern Illinois University (IL)
 Northeastern State University (OK)
 Northern Arizona University (AZ)
 Northern Kentucky University (KY)
 Northern Michigan University (MI)
 Northwest Missouri State University (MO)
 Northwestern State University (LA)
 Oakland University (MI)
 Ohio State University Main Campus, The (OH)
 Old Dominion University (VA)
 Peru State College (NE)
 Pittsburg State University (KS)
 Plymouth State College (NH)
 Portland State University (OR)
 Purdue University Calumet (IN)
 Radford University (VA)
 Ramapo College of New Jersey (NJ)
 Rhode Island College (RI)
 Richard Stockton College of New Jersey, The (NJ)
 Rowan University (NJ)
 Rutgers, the State University of New Jersey (NJ)
 Saginaw Valley State University (MI)
 Saint Mary's College of Maryland (MD)
 Salem State College (MA)
 Salisbury State University (MD)
 Sam Houston State University (TX)
 San Francisco State University (CA)
 Shawnee State University (OH)
 Shippensburg University of Pennsylvania (PA)
 South Carolina State University (SC)
 South Dakota School of Mines and Technology (SD)
 South Dakota State University (SD)
 Southeast Missouri State University (MO)
 Southeastern Louisiana University (LA)
 Southeastern Oklahoma State University (OK)
 Southern Arkansas University (AR)
 Southern Connecticut State University (CT)
 Southern Illinois University at Carbondale (IL)
 Southern Illinois University at Edwardsville (IL)
 Southern Polytechnic State University (GA)
 Southern University and Agricultural and Mechanical College (LA)
 Southern Utah University (UT)
 Southwest Missouri State University (MO)
 Southwest State University (MN)
 Southwest Texas State University (TX)
 Southwestern Oklahoma State University (OK)
 State University of New York at Binghamton (NY)
 State University of New York at Stony Brook (NY)
 State University of New York College at Brockport (NY)
 State University of New York College at Cortland (NY)
 State University of New York College at Fredonia (NY)
 State University of New York College at Geneseo (NY)
 State University of New York College at Plattsburgh (NY)
 State University of New York Institute of Technology at Utica-Rome (NY)
 State University of West Georgia (GA)
 Tarleton State University (TX)
 Temple University (PA)
 Tennessee Technological University (TN)
 Texas A & M International University (TX)
 Texas A & M University-Commerce (TX)
 Texas A & M University-Corpus Christi (TX)
 Texas Southern University (TX)
 Texas Tech University (TX)
 Texas Woman's University (TX)
 Towson University (MD)
 Troy State University (AL)
 Truman State University (MO)
 University of Akron Main Campus, The (OH)
 University of Alabama in Huntsville (AL)
 University of Arkansas at Little Rock (AR)
 University of Central Arkansas (AR)
 University of Central Oklahoma (OK)
 University of Colorado at Denver (CO)
 University of Delaware (DE)
 University of Houston-Clear Lake (TX)
 University of Houston-Downtown (TX)
 University of Maine (ME)
 University of Maine at Farmington (ME)
 University of Maine at Fort Kent (ME)
 University of Maine at Presque Isle (ME)
 University of Massachusetts Amherst (MA)
 University of Massachusetts Boston (MA)
 University of Massachusetts Dartmouth (MA)
 University of Memphis, The (TN)
 University of Michigan-Dearborn (MI)
 University of Minnesota-Duluth (MN)

University of Minnesota-Morris (MN)
 University of Missouri-Kansas City (MO)
 University of Missouri-Saint Louis (MO)
 University of Montevallo (AL)
 University of Nebraska at Kearney (NE)
 University of Nebraska at Omaha (NE)
 University of Nevada-Las Vegas (NV)
 University of North Carolina at Asheville (NC)
 University of North Carolina at Charlotte (NC)
 University of North Carolina at Greensboro (NC)
 University of North Carolina at Pembroke (NC)
 University of North Carolina at Wilmington (NC)
 University of North Texas (TX)
 University of Northern Colorado (CO)
 University of Puerto Rico Humacao University
 College (PR)
 University of South Alabama (AL)
 University of South Carolina-Aiken (SC)
 University of South Carolina Spartanburg (SC)
 University of Southern Colorado (CO)
 University of Southern Indiana (IN)
 University of Southern Mississippi (MS)
 University of Southwestern Louisiana (LA)
 University of Tennessee at Chattanooga (TN)
 University of Tennessee at Martin (TN)
 University of Tennessee, Memphis (TN)
 University of Texas at Arlington (TX)
 University of Texas at Dallas (TX)
 University of Texas at El Paso (TX)
 University of Texas at San Antonio (TX)
 University of the Virgin Islands, St. Thomas (VI)
 University of Toledo (OH)
 University of West Florida (FL)
 University of Wisconsin-Eau Claire (WI)
 University of Wisconsin-Green Bay (WI)
 University of Wisconsin-La Crosse (WI)
 University of Wisconsin-Oshkosh (WI)
 University of Wisconsin-Platteville (WI)
 University of Wisconsin-Stevens Point (WI)
 University of Wisconsin-Stout (WI)
 University of Wisconsin-Superior (WI)
 University of Wisconsin-Whitewater (WI)
 Valdosta State University (GA)
 Valley City State University (ND)
 Virginia State University (VA)
 Washburn University of Topeka (KS)
 Washington State University (WA)
 Wayne State College (NE)
 Weber State University (UT)
 West Texas A & M University (TX)
 West Virginia University Institute of Technology
 (WV)
 Western Carolina University (NC)
 Western Illinois University (IL)
 Western Kentucky University (KY)
 Western Michigan University (MI)

Western Montana College of the University of
 Montanan (MT)
 Western Oregon University (OR)
 Wichita State University (KS)
 William Paterson University of New Jersey (NJ)
 Winston-Salem State University (NC)
 Winthrop University (SC)
 Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Brown University (RI)
Agnes Scott College (GA)	Bryan College (TN)
Albertson College of Idaho (ID)	Bryant College (RI)
Albertus Magnus College (CT)	Bryn Mawr College (PA)
Albright College (PA)	Buena Vista University (IA)
Alderson-Broadbent College (WV)	Butler University (IN)
Alfred University (NY)	Cabrini College (PA)
Allegheny College (PA)	Caldwell College (NJ)
Allentown College of St. Francis De Sales (PA)	Calvin College (MI)
Alma College (MI)	Canisius College (NY)
Alvernia College (PA)	Capitol College (MD)
Alverno College (WI)	Cardinal Stritch College (WI)
Amherst College (MA)	Carlow College (PA)
Anderson University (IN)	Case Western Reserve University (OH)
Aquinas College (MI)	Catawba College (NC)
Asbury College (KY)	Cazenovia College (NY)
Ashland University (OH)	Cedarville College (OH)
Aurora University (IL)	Central Baptist College (AR)
Avila College (MO)	Central Methodist College (MO)
Azusa Pacific University (CA)	Chapman University (CA)
Babson College (MA)	Charleston Southern University (SC)
Baker College of Flint (MI)	Christian Brothers University (TN)
Baker College of Muskegon (MI)	Christian Heritage College (CA)
Baker University (KS)	Claremont McKenna College (CA)
Baldwin-Wallace College (OH)	Clarke College (IA)
Barr College (IL)	Clarkson College (NE)
Barnard College (NY)	Clarkson University (NY)
Barry University (FL)	Colby-Sawyer College (NH)
Bastyr University (WA)	College Misericordia (PA)
Beaver College (PA)	College of Notre Dame of Maryland (MD)
Bellarmine College (KY)	College of Our Lady of the Elms (MA)
Bellevue University (NE)	College of Saint Catherine (MN)
Belmont Abbey College (NC)	College of Saint Elizabeth (NJ)
Belmont University (TN)	College of Saint Mary (NE)
Benedict College (SC)	College of Saint Rose (NY)
Benedictine University (IL)	College of Saint Scholastica (MN)
Bennett College (NC)	College of the Southwest (NM)
Bentley College (MA)	Colorado Christian University (CO)
Bethany College (KS)	Columbia College (MO)
Bethel College (IN)	Columbia College (SC)
Bethel College (KS)	Columbia International University (SC)
Bethel College (MN)	Concordia College (NE)
Birmingham-Southern College (AL)	Concordia College (NY)
Blackburn College (IL)	Concordia College Moorhead (MN)
Bluefield College (VA)	Concordia College Saint Paul (MN)
Bradford College (MA)	Concordia University (CA)
Bradley University (IL)	Cooper Union for the Advancement of Science and Art, (The) (NY)
Brandeis University (MA)	Cornerstone College (MI)
Brenau University (GA)	Covenant College (GA)
Briar Cliff College (IA)	

Creighton University (NE)	Howard College (DC)
Culver-Stockton College (MO)	Husson College (ME)
D'Youville College (NY)	Immaculata College (PA)
Dakota Wesleyan University (SD)	Inter American University of Puerto Rico
Davidson College (NC)	Barranquitas (PR)
Davis & Elkins College (WV)	Iona College (NY)
DePaul University (IL)	Ithaca College (NY)
Dickinson College (PA)	Jacksonville University (FL)
Doane College (NE)	John Brown University (AR)
Dominican College of Blauvelt (NY)	John Carroll University (OH)
Dominion College of San Rafael (CA)	John Hopkins University (MD)
Dordt College (IA)	Judson College (IL)
Drake University (IA)	Juniata College (PA)
Drury College (MO)	Kalamazoo College (MI)
Duquesne University (PA)	Kentucky Wesleyan College (KY)
East Texas Baptist University (TX)	Kenyon College (OH)
Eastern Mennonite University (VA)	Kings's College (PA)
Eckerd College (FL)	La Roche College (PA)
Edgewood College (WI)	La Salle University (PA)
Elizabethtown College (PA)	La Sierra University (CA)
Elmhurst College (IL)	Lafayette College (PA)
Elmira College (NY)	LaGrange College (GA)
Emerson College (MA)	Le Moyne College (NY)
Emmanuel College (MA)	Lebanon Valley College (PA)
Emory University (GA)	Lees-McRae College (NC)
Eureka College (IL)	Lenoir-Rhyne College (NC)
Fairfield University (CT)	LeTourneau University (TX)
Ferrum College (VA)	Limestone College (SC)
Florida Institute of Technology (FL)	Lincoln Memorial University (TN)
Franciscan University of Steubenville (OH)	Lindsey Wilson College (KY)
Franklin College of Indiana (IN)	Loras College (IA)
Freed-Hardeman University (TN)	Louisiana College (LA)
Friends University (KS)	Loyla Marymount University (CA)
Gannon University (PA)	Loyola University New Orleans (LA)
Gardner-Webb University (NC)	Lycoming College (PA)
George Washington University (DC)	Lynchburg College (VA)
Georgetown College (KY)	Lyon College (AR)
Georgian Court College (NJ)	Madonna University (MI)
Golden Gate University (CA)	Malone College (OH)
Gonzaga University (WA)	Manhattan Christian College (KS)
Gordon College (MA)	Marion College (IN)
Goshen College (IN)	Marion College of Fond du lac (WI)
Grand View College (IA)	Marietta College (OH)
Grinnell College (IA)	Marist College (NY)
Guilford College (NC)	Mars Hill College (NC)
Hampton-Sydney College (VA)	Mary Baldwin College (VA)
Hannibal-LaGrange College (MO)	Marymount College (NY)
Hartwick College (NY)	Marymount University (VA)
Hastings College (NE)	Maryville University of St. Louis (MO)
Hilbert College (NY)	Marywood College (PA)
Hiram College (OH)	Massachusetts Institute of Technology (MA)
Hofstra University (NY)	McMurry University (TX)
Holy Family College (PA)	McPherson College (KS)
Holy Names College (CA)	Medaille College (NY)
Hope College (MI)	Mercer University (GA)
Houghton College (NY)	Mercy College (NY)

Meredith College (NC)	Ripon College (WI)
Merrimack College (MA)	Rivier College (NH)
Messiah College (PA)	Roanoke College (VA)
Midland Lutheran College (NE)	Robert Morris College (PA)
Midway College (KY)	Rockford College (IL)
Milligan College (TN)	Rockhurst College (MO)
Millikin University (IL)	Rollins College (FL)
Molloy College (NY)	Roosevelt University (IL)
Monmouth College (NJ)	Rose-Hulman Institute of Technology (IN)
Morningside College (IA)	Sacred Heart University (CT)
Morris Brown College (GA)	Saint Francis College (IN)
Mount Olive College (NC)	Saint Francis College (PA)
Mulhensberg College (PA)	Saint John's University (MN)
Muskingum College (OH)	Saint Joseph's University (PA)
National University (CA)	Saint Mary's College (IN)
Neumann College (PA)	Saint Mary's College of California (CA)
New Hampshire College (NH)	Saint Mary's University of Minnesota (MN)
Niagara University (NY)	Saint Peter's College (NJ)
North Carolina Wesleyan College (NC)	Saint Vincent College (PA)
North Central College (IL)	Saint Xavier University (IL)
Northeastern University (MA)	Salem College (NC)
Northland College (WI)	Salem-Feikyo University (WV)
Northwest College (WA)	Salve Regina University (RI)
Northwestern College (IA)	Samuel Merritt College (CA)
Northwestern College (MN)	San Jose Christian College (CA)
Norwich University (VT)	Santa Clara University (CA)
Notre Dame College (NH)	Scripps College (CA)
Notre Dame College (OH)	Seattle Pacific University (WA)
Nova Southeastern University (FL)	Seattle University (WA)
Occidental College (CA)	Seton Hill College (PA)
Oglethorpe University (GA)	Shorter College (GA)
Ohio Northern University (OH)	Siena College (NY)
Oklahoma Baptist University (OK)	Siena Heights College (MI)
Our Lady of the Lake University (TX)	Sierra Nevada College (NV)
Pace University New York Campus (NY)	Simpson College (CA)
Pacific Lutheran University (WA)	Simpson College (IA)
Pacific Oaks College (CA)	Southern Adventist University (TN)
Palm Beach Atlantic College (FL)	Southern California College (CA)
Pepperdine University (CA)	Southern Vermont College (VT)
Pfeiffer University (NC)	Southwestern College (AZ)
Piedmont College (GA)	Spalding University (KY)
Pikeville College (KY)	Spring Arbor College (MI)
Pine Manor College (MA)	Springfield College (MA)
Pittsburgh Theological Seminary (PA)	St. Ambrose University (IA)
Point Park College (PA)	St. Andrews Presbyterian College (NC)
Presbyterian College (SC)	St. Bonaventure University (NY)
Providence College (RI)	St. Edward's University (TX)
Quincy University (IL)	St. John Fisher College (NY)
Randolph-Macon College (VA)	St. John's University (NY)
Reed College (OR)	St. Mary's University (TX)
Reformed Bible College (MI)	St. Olaf College (MN)
Regent University (VA)	Stanford University (CA)
Regis College (MA)	Stetson University (FL)
Rensselaer Polytechnic Institute (NY)	Stevens Institute of Technology (NJ)
Rhodes College (TN)	Susquehanna University (PA)
Rider University (NJ)	Teachers College Columbia University (NY)

Teikyo Post University (CT)
 Texas Christian University (TX)
 The Catholic University of America (DC)
 The Defiance College (OH)
 The Sage College (NY)
 Thomas College (ME)
 Thomas Moore College (KY)
 Trinity College of Vermont (VT)
 Tulane University (LA)
 Tusculum University (TN)
 Tuskegee University (AL)
 Union College (NE)
 Union Institute (OH)
 Union Theological Seminary and Presbyterian
 School of Christian Education (VA)
 United States International University (CA)
 University of Bridgeport (CT)
 University of Central Texas (TX)
 University of Charleston (WV)
 University Of Detroit Mercy (MI)
 University of Dubuque (IA)
 University of Hartford (CT)
 University of La Verne (CA)
 University of Miami (FL)
 University of New England (ME)
 University of Portland (OR)
 University of Richmond (VA)
 University of Rio Grande (OH)
 University of Saint Thomas (MN)
 University of San Diego (CA)
 University of San Francisco (CA)
 University of Scranton (PA)
 University of Sioux Falls (SD)
 University of the Ozarks (AR)
 University of the Pacific (CA)
 University of the South (TN)
 University of Tulsa (OK)
 Upper Iowa University (IA)
 Ursuline College (OH)
 Valparaiso University (IN)
 Villanova University (PA)
 Viterbo College (WI)
 Walsh University (OH)
 Warren Wilson College (NC)
 Wartburg College (IA)
 Washington and Jefferson College (PA)
 Washington College (MD)
 Webber College (FL)
 West Virginia Wesleyan College (WV)
 Western Baptist College (OR)
 Western Maryland College (MD)
 Western New England College (MA)
 Westminster College (PA)
 Wheaton College (MA)
 Wheeling Jesuit University (WV)
 Whittier College (CA)

Widener University (PA)
 William Jewell College (MO)
 William Penn College (IA)
 William Woods University (MO)
 William Baptist College (AR)
 Wilmington College (OH)
 Wisconsin Lutheran College (WI)
 Worcester Polytechnic Institute (MA)
 York College of Pennsylvania (PA)
 Xavier University (OH)

SALARY-TREND STUDY OF FACULTY IN
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
FOR THE YEARS
1994-95 AND 1997-98

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1997-98: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Speech-Language Pathology and Audiology. The CIP defines the discipline/major field of Speech-Language Pathology and Audiology as,

An instructional program that prepares individuals to provide therapeutic care to persons with hearing and related communications disorders. Includes instruction in the principles of audiology; structure and development of hearing communications disorders; speech disorder and hearing loss identification and assessment; aural rehabilitations; psychosocial and Education effects of speech and hearing disorders; and the planning and management of patient therapy.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 169-170-51.0204).]

This article summarizes the overall average salary increases in the discipline/major field of Speech-Language Pathology and Audiology for both public and private institutions from the "baseline year" of 1994-95 to and including the "trend year" of 1997-98. Of the 305 institutions which participated in CUPA's PUBLIC study of 1994-95, 262 also participated in 1997-98. Data from those same 262 institutions were used in both the baseline year and the trend year. Of the 514 institutions which participated in CUPA's PRIVATE study of 1994-95, 387 also participated in

1997-98. Data from those same 387 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Speech-Language Pathology and Audiology for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1994-95 and 1997-98).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 27.0 for associate profes-

sors of Speech-Language Pathology and Audiology in the 1994-95 public study means that 27.0 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1994-95, PUBLIC 1997-98, PRIVATE 1994-95 and PRIVATE 1997-98. For example, a SALARY FACTOR of .94 for associate professors in the discipline/major field of Speech-Language Pathology and Audiology in the 1994-95 public study means that their average salary is six percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1994-95 or 1997-98). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Speech-Language Pathology and Audiology with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1994-95 and the "trend year" of 1997-98 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PUBLIC, 1994-95			PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN

PUBLIC, 1994-95

DISCIPLINE: HEALTH SCIENCES																				
MAJOR FIELD: Speech-Language Pathology and Audiology																				
AVERAGE																				
SALARY	54086	167	65	43606	154	64	35316	168	68	33035	23	18	29209	81	34	42187	570	80		
FAC MIX																				
PC I	29.3%			27.10%			29.5%			4.0%			14.2%			100.0%				
SALARY																				
FAC TOR	0.92			0.94			0.93			0.91			1.02			0.90				

ALL MAJOR FIELDS

AVERAGE																				
SALARY	58932	28035		46171	23794		38132	23157		36193	3487		28571	5559		47087	80545	262		
FAC MIX																				
PC I	34.8%			29.5%			28.8%			4.3%			6.9%			100.0%				

PUBLIC, 1997-98

DISCIPLINE: HEALTH SCIENCES																				
MAJOR FIELD: Speech-Language Pathology and Audiology																				
AVERAGE																				
SALARY	60177	169	64	47464	165	66	39622	186	72	38814	30	23	31651	67	30	46834	587	82		
FAC MIX																				
PC I	28.8%			28.1%			31.7%			5.1%			11.4%			100.0%				
SALARY																				
FAC TOR	0.93			0.95			0.96			0.99			1.02			0.91				

ALL MAJOR FIELDS

AVERAGE																				
SALARY	64740	28214		50192	24517		41065	22819		39286	3964		31016	5361		51420	80911	262		
FAC MIX																				
PC I	34.9%			30.3%			28.2%			4.9%			6.6%			100.0%				

PRIVATE, 1994-95

DISCIPLINE: HEALTH SCIENCES																				
MAJOR FIELD: Speech-Language Pathology and Audiology																				
AVERAGE																				
SALARY	57273	30	17	44923	43	15	38551	33	14	36278	9	7	30221	6	6	45566	112	23		
FAC MIX																				
PC I	26.8%			38.4%			29.5%			8.0%			5.4%			100.0%				
SALARY																				
FAC TOR	0.96			1.00			1.03			1.04			1.01			0.97				

ALL MAJOR FIELDS

AVERAGE																				
SALARY	59877	13579		45094	12852		37388	12597		34897	1749		30044	2016		46880	41044	387		
FAC MIX																				
PC I	33.1%			31.3%			30.7%			4.3%			4.9%			100.0%				

PRIVATE, 1997-98

DISCIPLINE: HEALTH SCIENCES																				
MAJOR FIELD: Speech-Language Pathology and Audiology																				
AVERAGE																				
SALARY	65190	24	16	49123	41	18	43432	43	20	42769	5	5	33202	11	6	48835	119	25		
FAC MIX																				
PC I	20.2%			34.5%			36.1%			4.2%			9.2%			100.0%				
SALARY																				
FAC TOR	0.99			1.00			1.07			1.09			1.00			0.95				

ALL MAJOR FIELDS

AVERAGE																				
SALARY	65803	14238		49311	13414		40563	12704		39107	2009		33099	2045		51446	42401	387		
FAC MIX																				
PC I	33.6%			31.6%			30.0%			4.7%			4.8%			100.0%				

RESULTS OF THE TWO PUBLIC STUDIES: 1994-95 AND 1997-98

In the PUBLIC 1994-95 study in the above table, the discipline/major field of Speech-Language Pathology and Audiology was reported in 80 of the 262 public institutions. The average salary of the 570 faculty was \$42,187. This average salary was approximately 11.6 percent lower than the average salary of \$47,087 for all 80,545 faculty in ALL MAJOR FIELDS in the same 1994-95 public study.

For the PUBLIC 1997-98 salary study in the above table, Speech-Language Pathology and Audiology was reported in 82 of the same 262 public institutions. The average salary of the 587 faculty was \$46,834. This average salary was approximately 9.8 percent lower than the average salary of \$51,420 for all 80,911 faculty in ALL MAJOR FIELDS in the 1997-98 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Speech-Language Pathology and Audiology in the public institutions studied was 11.0 percent (\$46,834 minus \$42,187 equals \$4,647). The CPI of increase cost-of-living between October 1994 and October 1997 was 8.1 percent. In comparison, with the CPI, there was a relative increase in Speech-Language Pathology and Audiology average faculty salaries over the three-year period by 2.9 percent or 1.0 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.2 percent (\$51,420 minus \$47,087 equals \$4,333). In comparison to the discipline/major field of Speech-Language Pathology and Audiology (11.0%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.8 percent less than the faculty in the discipline/major field of Speech-Language Pathology and Audiology.

In the 1994-95 study the faculty mix percentage in Speech-Language Pathology and Audiology is lower at the professor rank than at the assistant professor rank: 29.3 percent vs. 29.5 percent; in the 1997-98 study it is 28.8 percent vs. 31.7 percent. The differences in faculty mix

percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.8 percent vs 28.8 percent (1994-95) and 34.9 percent vs 28.2 percent (1997-98).

Finally, the hiring rate of new assistant professors in Speech-Language Pathology and Audiology in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1994-95, 4.0 percent (23/570) vs 4.3 percent (3,487/80,545) and higher in 1997-98, 5.1 percent (30/587) vs. 4.9 percent (3,964/80,911).

RESULTS OF THE TWO PRIVATE STUDIES: 1994-95 AND 1997-98

The PRIVATE 1994-95 salary study in the above table indicates that the discipline/major field of Speech-Language Pathology and Audiology was reported in 23 of the 387 private institutions. The average salary of the 112 faculty was \$45,566; an average salary 2.9 percent lower than the average salary of \$46,880 for all 41,044 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

In the PRIVATE 1997-98 salary study in the above table, 25 of the same 387 private institutions reported Speech-Language Pathology and Audiology. The average salary of the 119 faculty was \$48,835; an average salary 5.3 percent lower than the average salary of \$51,446 for all 42,401 faculty in ALL MAJOR FIELDS in the 1997-98 private study.

The three-year increase in average salaries for all faculty in Speech-Language Pathology and Audiology in the private institutions studied was 7.2 percent (\$48,835 minus \$45,566 equals \$3,269). The CPI increased cost-of-living between October 1994 and October 1997 was 8.1 percent. A more realistic increase, therefore, in the average faculty salaries of Speech-Language Pathology and Audiology over the three-year time period, is 0.9 percent or 0.3 percent each year below the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the

private institutions studied was 9.7 percent (\$51,446 minus \$46,880 equals \$4,566). In comparison to Speech-Language Pathology and Audiology (7.2%), the faculty in ALL MAJOR FIELDS increased their salaries 2.5 percent more than faculty in Speech-Language Pathology and Audiology.

For both studies in the discipline/major field of Speech-Language Pathology and Audiology, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 26.8 percent vs. 29.5 percent (1994-95); and 20.2 percent vs 36.1 percent, (1997-98). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.1 percent vs. 30.7 percent (1994-95) and 33.6 percent vs. 30.0 percent (1997-98).

Finally, the hiring rate for new assistant professors in Speech-Language Pathology and Audiology was higher than the hiring rate in ALL MAJOR FIELDS in the 1994-95 private study: 8.0 percent (9/112) vs. 4.3 percent (1,749/41,044) and lower in the 1997-98 private study: 4.2 percent (5/119) vs. 4.7 percent (2,009/42,401).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Speech-Language Pathology and Audiology and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1994-95 through the "trend year" of 1997-98. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,388 (.6%) faculty in the discipline/major field of Speech-Language Pathology and Audiology participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 244,901 participating faculty. The same 262 public institutions and the same 387 private institutions in the United States participated in the baseline year and in the

trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Speech-Language Pathology and Audiology 1994-95 were 10 percent and three percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Speech-Language Pathology and Audiology in 1997-98 were nine percent and five percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1997 CPI reflects an 8.1 percent increase over the October 1994 CPI and indicates that the faculty in Speech-Language Pathology and Audiology in the public institutions received an average annual salary increase 1.0 percent above the cost-of-living. In contrast, in the private institutions the annual average salary increase was 0.3 percent below the cost-of-living.

Third, in both the 1994-95 and 1997-98 public and private studies in Speech-Language Pathology and Audiology, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Speech-Language Pathology and Audiology is still emerging in the academy.

Finally, the hiring rate of new assistant professors in Speech-Language Pathology and Audiology in the 1994-95 public study was lower and in the 1995-96 public study was higher than the hiring rate of ALL MAJOR FIELDS. In the 1994-95 private study the hiring rate was higher and in the 1997-98 private study the hiring rate for new assistant professors was lower than the hiring rate for ALL MAJOR FIELDS.

Because a significant database of average faculty salaries in the academic discipline/major field of Speech-Language Pathology and Audiology has now been developed, it is anticipated that

this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and Education studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
- C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	GEOGRAPHY
ADMINISTRATIVE ASSISTANT SECRETARIAL	GEOLOGY
SCIENCE, GENERAL	HISTORY, GENERAL
ANTHROPOLOGY	HOME ECONOMICS
ARCHITECTURE AND RELATED PROGRAMS	LIBRARY SCIENCE
AREA, ETHNIC, AND CULTURAL STUDIES	MARKETING MANAGEMENT AND RESEARCH
ART, GENERAL	MATHEMATICS
BIOLOGICAL SCIENCES/LIFE SCIENCES	MULTI/INTERDISCIPLINARY STUDIES
BUSINESS ADMINISTRATION AND MANAGEMENT,	MUSIC, GENERAL
GENERAL	NURSING (R. N. TRAINING)
BUSINESS MANAGEMENT AND	OCCUPATIONAL THERAPY
MANAGEMENT, GENERAL	PARKS, RECREATION, LEISURE, & FITNESS STUDIES
BUSINESS MANAGERIAL ECONOMICS	PHILOSOPHY AND RELIGION
CHEMISTRY, GENERAL	PHYSICAL SCIENCES
COMMUNICATIONS	PHYSICAL THERAPY
COMPUTER AND INFORMATION SCIENCES	PHYSICS, GENERAL
COUNSELOR EDUCATION STUDENT COUNSELING	POLITICAL SCIENCE, GENERAL
AND GUIDANCE SERVICES	PROTECTIVE SERVICES
CURRICULUM AND INSTRUCTION	PSYCHOLOGY
DRAMA/THEATER ARTS, GENERAL	PUBLIC HEALTH, GENERAL
ECONOMICS, GENERAL	READING TEACHER EDUCATION
EDUCATION	SOCIAL SCIENCES, GENERAL
EDUCATION ADMINISTRATION AND	SOCIAL WORK
SUPERVISION, GENERAL	SOCIOLOGY
EDUCATION/INSTRUCTIONAL MEDIA	SPECIAL EDUCATION, GENERAL
TECHNICAL TECHNICIAN	SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
ENGINEERING	TEACHER EDUCATION
ENGINEERING-RELATED TECHNOLOGIES	VISUAL AND PERFORMING ARTS
ENGLISH LANGUAGE AND	
LITERATURE/LETTERS	
ENTERPRISE MANAGEMENT AND OPERATION,	TOTAL 53
GENERAL	
FOREIGN LANGUAGES AND LITERATURES	

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Alabama State University (AL)	Frostburg State University (MD)
Alcorn State University (MS)	George Mason University (VA)
Angelo State University (TX)	Georgia College & State University (GA)
Appalachian State University (NC)	Georgia Southern University (GA)
Arizona State University West (AZ)	Georgia State University (GA)
Arkansas State University (AR)	Glenville State College (WV)
Arkansas Tech University (AR)	Grand Valley State University (MI)
Auburn University at Montgomery (AL)	Harris-Stowe State College (MO)
Augusta State University (GA)	Henderson State University (AR)
Austin Peay State University (TN)	Idaho State University (ID)
Ball State University (IN)	Illinois State University (IL)
Bemidji State University (MN)	Indiana State University (IN)
Black Hills State University (SD)	Indiana University at South Bend (IN)
Bloomsburg University of Pennsylvania (PA)	Indiana University East (IN)
Bluefield State College (WV)	Indiana University Kokomo (IN)
Bowie State University (MD)	Indiana University Northwest (IN)
Bridgewater State College (MA)	Indiana University-Purdue University Fort Wayne (IN)
California State University-Bakersfield (CA)	Indiana University-Purdue University Indianapolis (IN)
California State University-Fresno (CA)	Indiana University Southeast (IN)
California State University-Fullerton (CA)	Jacksonville State University (AL)
California State University-Northridge (CA)	James Madison University (VA)
California State University-San Marcos (CA)	Jersey City State College (NJ)
Central Michigan University (MI)	Keene State College (NH)
Central Missouri State University (MO)	Kennesaw State University (GA)
Chadron State College (NE)	Kent State University Main Campus (OH)
Christopher Newport University (VA)	Kentucky State University (KY)
Citadel, Military College of South Carolina, The (SC)	Lake Superior State University (MI)
Clarion University of Pennsylvania (PA)	Lamar University-Beaumont (TX)
Clemson University (SC)	Lander University (SC)
Cleveland State University (OH)	Langston University (OK)
Coastal Carolina University (SC)	Lewis-Clark State College (ID)
College of Charleston (SC)	Lincoln University (PA)
College of New Jersey, The (NJ)	Lock Haven University of Pennsylvania (PA)
Coppin State College (MD)	Longwood College (VA)
Dakota State University (SD)	Louisiana State University and Agricultural and Mechanical College (LA)
Delta State University (MS)	Louisiana State University in Shreveport (LA)
East Carolina University (NC)	Louisiana Tech University (LA)
East Central University (OK)	Marshall University (WV)
East Stroudsburg University of Pennsylvania (PA)	Massachusetts College of Liberal Arts (MA)
Eastern Connecticut University (CT)	Mayville State University (ND)
Eastern Illinois University (IL)	McNeese State University (LA)
Eastern New Mexico University Main Campus (NM)	Mesa State College (CO)
Edinboro University of Pennsylvania (PA)	Metropolitan State College of Denver (CO)
Emporia State University (KS)	Metropolitan State University (MN)
Ferris State University (MI)	Miami University (OH)
Fitchburg State College (MA)	Michigan Technological University (MI)
Fort Hays State University (KS)	Middle Tennessee State University (TN)
Fort Lewis College (CO)	
Francis Marion University (SC)	

Midwestern State University (TX)
 Millersville University of Pennsylvania (PA)
 Minot State University (ND)
 Mississippi State University (MS)
 Mississippi University for Women (MS)
 Missouri Southern State College (MO)
 Missouri Western State College (MO)
 Montana State University-Billings (MT)
 Montclair State University (NJ)
 Moorhead State University (MN)
 Morehead State University (KY)
 Morgan State University (MD)
 Murray State University (KY)
 New Jersey Institute of Technology (NJ)
 New Mexico State University Main Campus (NM)
 Nicholls State University (LA)
 North Carolina Central (NC)
 North Dakota State University Main Campus (ND)
 Northeast Louisiana University (LA)
 Northeastern Illinois University (IL)
 Northeastern State University (OK)
 Northern Arizona University (AZ)
 Northern Kentucky University (KY)
 Northern Michigan University (MI)
 Northwest Missouri State University (MO)
 Northwestern State University (LA)
 Oakland University (MI)
 Ohio State University Main Campus, The (OH)
 Old Dominion University (VA)
 Peru State College (NE)
 Pittsburg State University (KS)
 Plymouth State College (NH)
 Portland State University (OR)
 Purdue University Calumet (IN)
 Radford University (VA)
 Ramapo College of New Jersey (NJ)
 Rhode Island College (RI)
 Richard Stockton College of New Jersey, The (NJ)
 Rowan University (NJ)
 Rutgers, the State University of New Jersey (NJ)
 Saginaw Valley State University (MI)
 Saint Mary's College of Maryland (MD)
 Salem State College (MA)
 Salisbury State University (MD)
 Sam Houston State University (TX)
 San Francisco State University (CA)
 Shawnee State University (OH)
 Shippensburg University of Pennsylvania (PA)
 South Carolina State University (SC)
 South Dakota School of Mines and Technology (SD)
 South Dakota State University (SD)
 Southeast Missouri State University (MO)
 Southeastern Louisiana University (LA)
 Southeastern Oklahoma State University (OK)
 Southern Arkansas University (AR)
 Southern Connecticut State University (CT)
 Southern Illinois University at Carbondale (IL)
 Southern Illinois University at Edwardsville (IL)
 Southern Polytechnic State University (GA)
 Southern University and Agricultural and Mechanical College (LA)
 Southern Utah University (UT)
 Southwest Missouri State University (MO)
 Southwest State University (MN)
 Southwest Texas State University (TX)
 Southwestern Oklahoma State University (OK)
 State University of New York at Binghamton (NY)
 State University of New York at Stony Brook (NY)
 State University of New York College at Brockport (NY)
 State University of New York College at Cortland (NY)
 State University of New York College at Fredonia (NY)
 State University of New York College at Geneseo (NY)
 State University of New York College at Plattsburgh (NY)
 State University of New York Institute of Technology at Utica-Rome (NY)
 State University of West Georgia (GA)
 Tarleton State University (TX)
 Temple University (PA)
 Tennessee Technological University (TN)
 Texas A & M International University (TX)
 Texas A & M University-Commerce (TX)
 Texas A & M University-Corpus Christi (TX)
 Texas Southern University (TX)
 Texas Tech University (TX)
 Texas Woman's University (TX)
 Towson University (MD)
 Troy State University (AL)
 Truman State University (MO)
 University of Akron Main Campus, The (OH)
 University of Alabama in Huntsville (AL)
 University of Arkansas at Little Rock (AR)
 University of Central Arkansas (AR)
 University of Central Oklahoma (OK)
 University of Colorado at Denver (CO)
 University of Delaware (DE)
 University of Houston-Clear Lake (TX)
 University of Houston-Downtown (TX)
 University of Maine (ME)
 University of Maine at Farmington (ME)
 University of Maine at Fort Kent (ME)
 University of Maine at Presque Isle (ME)
 University of Massachusetts Amherst (MA)
 University of Massachusetts Boston (MA)
 University of Massachusetts Dartmouth (MA)
 University of Memphis, The (TN)
 University of Michigan-Dearborn (MI)
 University of Minnesota-Duluth (MN)

University of Minnesota-Morris (MN)
 University of Missouri-Kansas City (MO)
 University of Missouri-Saint Louis (MO)
 University of Montevallo (AL)
 University of Nebraska at Kearney (NE)
 University of Nebraska at Omaha (NE)
 University of Nevada-Las Vegas (NV)
 University of North Carolina at Asheville (NC)
 University of North Carolina at Charlotte (NC)
 University of North Carolina at Greensboro (NC)
 University of North Carolina at Pembroke (NC)
 University of North Carolina at Wilmington (NC)
 University of North Texas (TX)
 University of Northern Colorado (CO)
 University of Puerto Rico Humacao University
 College (PR)
 University of South Alabama (AL)
 University of South Carolina-Aiken (SC)
 University of South Carolina-Spartanburg (SC)
 University of Southern Colorado (CO)
 University of Southern Indiana (IN)
 University of Southern Mississippi (MS)
 University of Southwestern Louisiana (LA)
 University of Tennessee at Chattanooga (TN)
 University of Tennessee at Martin (TN)
 University of Tennessee, Memphis (TN)
 University of Texas at Arlington (TX)
 University of Texas at Dallas (TX)
 University of Texas at El Paso (TX)
 University of Texas at San Antonio (TX)
 University of the Virgin Islands, St. Thomas (VI)
 University of Toledo (OH)
 University of West Florida (FL)
 University of Wisconsin-Eau Claire (WI)
 University of Wisconsin-Green Bay (WI)
 University of Wisconsin-La Crosse (WI)
 University of Wisconsin-Oshkosh (WI)
 University of Wisconsin-Platteville (WI)
 University of Wisconsin-Stevens Point (WI)
 University of Wisconsin-Stout (WI)
 University of Wisconsin-Superior (WI)
 University of Wisconsin-Whitewater (WI)
 Valdosta State University (GA)
 Valley City State University (ND)
 Virginia State University (VA)
 Washburn University of Topeka (KS)
 Washington State University (WA)
 Wayne State College (NE)
 Weber State University (UT)
 West Texas A & M University (TX)
 West Virginia University Institute of Technology
 (WV)
 Western Carolina University (NC)
 Western Illinois University (IL)
 Western Kentucky University (KY)
 Western Michigan University (MI)

Western Montana College of the University of
 Montanan (MT)
 Western Oregon University (OR)
 Wichita State University (KS)
 William Paterson University of New Jersey (NJ)
 Winston-Salem State University (NC)
 Winthrop University (SC)
 Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Brown University (RI)
Agnes Scott College (GA)	Bryan College (TN)
Albertson College of Idaho (ID)	Bryant College (RI)
Albertus Magnus College (CT)	Bryn Mawr College (PA)
Albright College (PA)	Buena Vista University (IA)
Alderson-Broaddus College (WV)	Butler University (IN)
Alfred University (NY)	Cabrini College (PA)
Allegheny College (PA)	Caldwell College (NJ)
Allentown College of St. Francis De Sales (PA)	Calvin College (MI)
Alma College (MI)	Canisius College (NY)
Alvernia College (PA)	Capitol College (MD)
Alverno College (WI)	Cardinal Stritch College (WI)
Amherst College (MA)	Carlow College (PA)
Anderson University (IN)	Case Western Reserve University (OH)
Aquinas College (MI)	Catawba College (NC)
Asbury College (KY)	Cazenovia College (NY)
Ashland University (OH)	Cedarville College (OH)
Aurora University (IL)	Central Baptist College (AR)
Avila College (MO)	Central Methodist College (MO)
Azusa Pacific University (CA)	Chapman University (CA)
Babson College (MA)	Charleston Southern University (SC)
Baker College of Flint (MI)	Christian Brothers University (TN)
Baker College of Muskegon (MI)	Christian Heritage College (CA)
Baker University (KS)	Claremont McKenna College (CA)
Baldwin-Wallace College (OH)	Clarke College (IA)
Barat College (IL)	Clarkson College (NE)
Barnard College (NY)	Clarkson University (NY)
Barry University (FL)	Colby-Sawyer College (NH)
Bastyr University (WA)	College Misericordia (PA)
Beaver College (PA)	College of Notre Dame of Maryland (MD)
Bellarmine College (KY)	College of Our Lady of the Elms (MA)
Bellevue University (NE)	College of Saint Catherine (MN)
Belmont Abbey College (NC)	College of Saint Elizabeth (NJ)
Belmont University (TN)	College of Saint Mary (NE)
Benedict College (SC)	College of Saint Rose (NY)
Benedictine University (IL)	College of Saint Scholastica (MN)
Bennett College (NC)	College of the Southwest (NM)
Bentley College (MA)	Colorado Christian University (CO)
Bethany College (KS)	Columbia College (MO)
Bethel College (IN)	Columbia College (SC)
Bethel College (KS)	Columbia International University (SC)
Bethel College (MN)	Concordia College (NE)
Birmingham-Southern College (AL)	Concordia College (NY)
Blackburn College (IL)	Concordia College Moorhead (MN)
Bluefield College (VA)	Concordia College Saint Paul (MN)
Bradford College (MA)	Concordia University (CA)
Bradley University (IL)	Cooper Union for the Advancement of Science and Art, (The) (NY)
Brandeis University (MA)	Cornerstone College (MI)
Brenau University (GA)	Covenant College (GA)
Briar Cliff College (IA)	

Creighton University (NE)
 Culver-Stockton College (MO)
 D'Youville College (NY)
 Dakota Wesleyan University (SD)
 Davidson College (NC)
 Davis & Elkins College (WV)
 DePaul University (IL)
 Dickinson College (PA)
 Doane College (NE)
 Dominican College of Blauvelt (NY)
 Dominion College of San Rafael (CA)
 Dordt College (IA)
 Drake University (IA)
 Drury College (MO)
 Duquesne University (PA)
 East Texas Baptist University (TX)
 Eastern Mennonite University (VA)
 Eckerd College (FL)
 Edgewood College (WI)
 Elizabethtown College (PA)
 Elmhurst College (IL)
 Elmira College (NY)
 Emerson College (MA)
 Emmanuel College (MA)
 Emory University (GA)
 Eureka College (IL)
 Fairfield University (CT)
 Ferrum College (VA)
 Florida Institute of Technology (FL)
 Franciscan University of Steubenville (OH)
 Franklin College of Indiana (IN)
 Freed-Hardeman University (TN)
 Friends University (KS)
 Gannon University (PA)
 Gardner-Webb University (NC)
 George Washington University (DC)
 Georgetown College (KY)
 Georgian Court College (NJ)
 Golden Gate University (CA)
 Gonzaga University (WA)
 Gordon College (MA)
 Goshen College (IN)
 Grand View College (IA)
 Grinnell College (IA)
 Guilford College (NC)
 Hampton-Sydney College (VA)
 Hannibal-LaGrange College (MO)
 Hartwick College (NY)
 Hastings College (NE)
 Hilbert College (NY)
 Hiram College (OH)
 Hofstra University (NY)
 Holy Family College (PA)
 Holy Names College (CA)
 Hope College (MI)
 Houghton College (NY)

Howard College (DC)
 Husson College (ME)
 Immaculata College (PA)
 Inter American University of Puerto Rico
 Barranquitas (PR)
 Iona College (NY)
 Ithaca College (NY)
 Jacksonville University (FL)
 John Brown University (AR)
 John Carroll University (OH)
 John Hopkins University (MD)
 Judson College (AL)
 Juniata College (PA)
 Kalamazoo College (MI)
 Kentucky Wesleyan College (KY)
 Kenyon College (OH)
 Kings's College (PA)
 La Roche College (PA)
 La Salle University (PA)
 La Sierra University (CA)
 Lafayette College (PA)
 LaGrange College (GA)
 Le Moyne College (NY)
 Lebanon Valley College (PA)
 Lees-McRae College (NC)
 Lenoir-Rhyne College (NC)
 LeTourneau University (TX)
 Limestone College (SC)
 Lincoln Memorial University (TN)
 Lindsey Wilson College (KY)
 Loras College (IA)
 Louisiana College (LA)
 Loyla Marymount University (CA)
 Loyola University New Orleans (LA)
 Lycoming College (PA)
 Lynchburg College (VA)
 Lyon College (AR)
 Madonna University (MI)
 Malone College (OH)
 Manhattan Christian College (KS)
 Marion College (IN)
 Marion College of Fond du lac (WI)
 Marietta College (OH)
 Marist College (NY)
 Mars Hill College (NC)
 Mary Baldwin College (VA)
 Marymount College (NY)
 Marymount University (VA)
 Maryville University of St. Louis (MO)
 Marywood College (PA)
 Massachusetts Institute of Technology (MA)
 McMurry University (TX)
 McPherson College (KS)
 Medaille College (NY)
 Mercer University (GA)
 Mercy College (NY)

Meredith College (NC)
 Merrimack College (MA)
 Messiah College (PA)
 Midland Lutheran College (NE)
 Midway College (KY)
 Milligan College (TN)
 Millikin University (IL)
 Molloy College (NY)
 Monmouth College (NJ)
 Morningside College (IA)
 Morris Brown College (GA)
 Mount Olive College (NC)
 Mulhenberg College (PA)
 Muskingum College (OH)
 National University (CA)
 Neumann College (PA)
 New Hampshire College (NH)
 Niagara University (NY)
 North Carolina Wesleyan College (NC)
 North Central College (IL)
 Northeastern University (MA)
 Northland College (WI)
 Northwest College (WA)
 Northwestern College (IA)
 Northwestern College (MN)
 Norwich University (VT)
 Notre Dame College (NH)
 Notre Dame College (OH)
 Nova Southeastern University (FL)
 Occidental College (CA)
 Oglethorpe University (GA)
 Ohio Northern University (OH)
 Oklahoma Baptist University (OK)
 Our Lady of the Lake University (TX)
 Pace University New York Campus (NY)
 Pacific Lutheran University (WA)
 Pacific Oaks College (CA)
 Palm Beach Atlantic College (FL)
 Pepperdine University (CA)
 Pfeiffer University (NC)
 Piedmont College (GA)
 Pikeville College (KY)
 Pine Manor College (MA)
 Pittsburgh Theological Seminary (PA)
 Point Park College (PA)
 Presbyterian College (SC)
 Providence College (RI)
 Quincy University (IL)
 Randolph-Macon College (VA)
 Reed College (OR)
 Reformed Bible College (MI)
 Regent University (VA)
 Regis College (MA)
 Rensselaer Polytechnic Institute (NY)
 Rhodes College (TN)
 Rider University (NJ)

Ripon College (WI)
 Rivier College (NH)
 Roanoke College (VA)
 Robert Morris College (PA)
 Rockford College (IL)
 Rockhurst College (MO)
 Rollins College (FL)
 Roosevelt University (IL)
 Rose-Hulman Institute of Technology (IN)
 Sacred Heart University (CT)
 Saint Francis College (IN)
 Saint Francis College (PA)
 Saint John's University (MN)
 Saint Joseph's University (PA)
 Saint Mary's College (IN)
 Saint Mary's College of California (CA)
 Saint Mary's University of Minnesota (MN)
 Saint Peter's College (NJ)
 Saint Vincent College (PA)
 Saint Xavier University (IL)
 Salem College (NC)
 Salem-Teikyo University (WV)
 Salve Regina University (RI)
 Samuel Merritt College (CA)
 San Jose Christian College (CA)
 Santa Clara University (CA)
 Scripps College (CA)
 Seattle Pacific University (WA)
 Seattle University (WA)
 Seton Hill College (PA)
 Shorter College (GA)
 Siena College (NY)
 Siena Heights College (MI)
 Sierra Nevada College (NV)
 Simpson College (CA)
 Simpson College (IA)
 Southern Adventist University (TN)
 Southern California College (CA)
 Southern Vermont College (VT)
 Southwestern College (AZ)
 Spalding University (KY)
 Spring Arbor College (MI)
 Springfield College (MA)
 St. Ambrose University (IA)
 St. Andrews Presbyterian College (NC)
 St. Bonaventure University (NY)
 St. Edward's University (TX)
 St. John Fisher College (NY)
 St. John's University (NY)
 St. Mary's University (TX)
 St. Olaf College (MN)
 Stanford University (CA)
 Stetson University (FL)
 Stevens Institute of Technology (NJ)
 Susquehanna University (PA)
 Teachers College Columbia University (NY)

Teikyo Post University (CT)
 Texas Christian University (TX)
 The Catholic University of America (DC)
 The Defiance College (OH)
 The Sage College (NY)
 Thomas College (ME)
 Thomas Moore College (KY)
 Trinity College of Vermont (VT)
 Tulane University (LA)
 Tusculum University (TN)
 Tuskegee University (AL)
 Union College (NE)
 Union Institute (OH)
 Union Theological Seminary and Presbyterian
 School of Christian Education (VA)
 United States International University (CA)
 University of Bridgeport (CT)
 University of Central Texas (TX)
 University of Charleston (WV)
 University Of Detroit Mercy (MI)
 University of Dubuque (IA)
 University of Hartford (CT)
 University of La Verne (CA)
 University of Miami (FL)
 University of New England (ME)
 University of Portland (OR)
 University of Richmond (VA)
 University of Rio Grande (OH)
 University of Saint Thomas (MN)
 University of San Diego (CA)
 University of San Francisco (CA)
 University of Scranton (PA)
 University of Sioux Falls (SD)
 University of the Ozarks (AR)
 University of the Pacific (CA)
 University of the South (TN)
 University of Tulsa (OK)
 Upper Iowa University (IA)
 Ursuline College (OH)
 Valparaiso University (IN)
 Villanova University (PA)
 Viterbo College (WI)
 Walsh University (OH)
 Warren Wilson College (NC)
 Wartburg College (IA)
 Washington and Jefferson College (PA)
 Washington College (MD)
 Webber College (FL)
 West Virginia Wesleyan College (WV)
 Western Baptist College (OR)
 Western Maryland College (MD)
 Western New England College (MA)
 Westminster College (PA)
 Wheaton College (MA)
 Wheeling Jesuit University (WV)
 Whittier College (CA)

Widener University (PA)
 William Jewell College (MO)
 William Penn College (IA)
 William Woods University (MO)
 William Baptist College (AR)
 Wilmington College (OH)
 Wisconsin Lutheran College (WI)
 Worcester Polytechnic Institute (MA)
 York College of Pennsylvania (PA)
 Xavier University (OH)

SALARY-TREND STUDY OF FACULTY IN
TEACHER EDUCATION
FOR THE YEARS
1994-95 AND 1997-98

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1997-98: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs ^{*}(CIP), 1990, including Teacher Education. The CIP defines the discipline/major field of Teacher Education as,

A group of instructional programs that prepare individuals to teach subject matter in specific academic and vocational programs at various Education levels.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 80--13.13).]

This article summarizes the overall average salary increases in the discipline/major field of Teacher Education for both public and private institutions from the "baseline year" of 1994-95 to and including the "trend year" of 1997-98. Of the 305 institutions which participated in CUPA's PUBLIC study of 1994-95, 262 also participated in 1997-98. Data from those same 262 institutions were used in both the baseline year and the trend year. Of the 514 institutions which participated in CUPA's PRIVATE study of 1994-95, 387 also participated in 1997-98. Data from those same 387 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Teacher Education for

both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1994-95 and 1997-98).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 29.3 for associate professors of Teacher Education in the 1994-95 public study means that 29.3 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the

ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1994-95, PUBLIC 1997-98, PRIVATE 1994-95 and PRIVATE 1997-98. For example, a SALARY FACTOR of .93 for associate professors in the discipline/major field of Teacher Education in the 1994-95 public study means that their average salary is seven percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1994-95 or 1997-98). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Teacher Education with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1994-95 and the "trend year" of 1997-98 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN
PUBLIC, 1994-95																		
DISCIPLINE: EDUCATION																		
MAJOR FIELD: Teacher Education																		
AVERAGE																		
SALARY	53121	324	72	42759	361	79	35751	432	83	33591	59	34	27848	113	41	41657	1230	91
FAC MIN																		
PC I	26.3%			29.3%			35.1%			4.8%			9.2%			100.0%		
SALARY																		
FACTOR	0.90			0.93			0.94			0.93			0.97			0.88		
ALL MAJOR FIELDS																		
AVERAGE																		
SALARY	58932	28035		46171	23794		38132	23157		36193	3487		28571	5559		47087	80545	262
FAC MIN																		
PC I	34.8%			29.5%			28.8%			4.3%			6.9%			100.0%		
PUBLIC, 1997-98																		
DISCIPLINE: EDUCATION																		
MAJOR FIELD: Teacher Education																		
AVERAGE																		
SALARY	57310	315	69	47611	316	75	39015	392	75	37789	67	43	30909	87	40	46018	1110	86
FAC MIN																		
PC I	28.4%			28.5%			35.3%			6.0%			7.8%			100.0%		
SALARY																		
FACTOR	0.89			0.95			0.95			0.96			1.00			0.89		
ALL MAJOR FIELDS																		
AVERAGE																		
SALARY	64740	28214		50192	24517		41065	22819		39286	3964		31616	5361		51420	80911	262
FAC MIN																		
PC I	34.9%			30.3%			28.2%			4.9%			6.6%			100.0%		
PRIVATE, 1994-95																		
DISCIPLINE: EDUCATION																		
MAJOR FIELD: Teacher Education																		
AVERAGE																		
SALARY	49518	104	50	40288	154	63	34801	170	62	33463	19	16	29314	31	18	39606	459	82
FAC MIN																		
PC I	22.7%			33.6%			37.0%			4.1%			6.8%			100.0%		
SALARY																		
FACTOR	0.83			0.89			0.93			0.96			0.98			0.84		
ALL MAJOR FIELDS																		
AVERAGE																		
SALARY	50877	13570		45094	12852		37388	12597		34897	1749		30044	2016		46880	41044	387
FAC MIN																		
PC I	33.1%			31.3%			30.7%			4.3%			4.9%			100.0%		
PRIVATE, 1997-98																		
DISCIPLINE: EDUCATION																		
MAJOR FIELD: Teacher Education																		
AVERAGE																		
SALARY	56013	91	42	46000	156	55	37465	194	59	35931	32	24	31761	45	18	43150	486	73
FAC MIN																		
PC I	18.7%			32.1%			39.9%			6.6%			9.3%			100.0%		
SALARY																		
FACTOR	0.85			0.93			0.92			0.92			0.96			0.84		
ALL MAJOR FIELDS																		
AVERAGE																		
SALARY	65803	14238		49311	13414		40563	12704		39107	2009		33099	2045		51446	42401	387
FAC MIN																		
PC I	33.6%			31.6%			30.0%			4.7%			4.8%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES: 1994-95 AND 1997-98

In the PUBLIC 1994-95 study in the above table, the discipline/major field of Teacher Education was reported in 91 of the 262 public institutions. The average salary of the 1230 faculty was \$41,657. This average salary was approximately 13.1 percent lower than the average salary of \$47,087 for all 80,545 faculty in ALL MAJOR FIELDS in the same 1994-95 public study.

For the PUBLIC 1997-98 salary study in the above table, Teacher Education was reported in 86 of the same 262 public institutions. The average salary of the 1110 faculty was \$46,018. This average salary was approximately 11.7 percent lower than the average salary of \$51,420 for all 80,911 faculty in ALL MAJOR FIELDS in the 1997-98 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Teacher Education in the public institutions studied was 10.5 percent (\$46,018 minus \$41,657 equals \$4,361). The CPI of increase cost-of-living between October 1994 and October 1997 was 8.1 percent. In comparison, with the CPI, there was a relative increase in Teacher Education average faculty salaries over the three-year period by 2.4 percent or an average of .8 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.2 percent (\$51,420 minus \$47,087 equals \$4,333). In comparison to the discipline/major field of Teacher Education (10.5%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.3 percent less than the faculty in the discipline/major field of Teacher Education.

In both studies the faculty mix percentage in Teacher Education is lower at the professor rank than at the assistant professor rank: 26.3 percent vs. 35.1 percent; and 28.4 percent vs. 35.3 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.8 percent vs 28.8 percent (1994-95) and 34.9

percent vs 28.2 percent (1997-98).

Finally, the hiring rate of new assistant professors in Teacher Education in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1994-95, 4.8 percent (59/1,230) vs 4.3 percent (3,487/80,545) and lower in 1997-98, 6.0 percent (67/1,110) vs. 4.9 percent (3,964/80,911).

RESULTS OF THE TWO PRIVATE STUDIES: 1994-95 AND 1997-98

The PRIVATE 1994-95 salary study in the above table indicates that the discipline/major field of Teacher Education was reported in 82 of the 387 private institutions. The average salary of the 459 faculty was \$39,606, an average salary 18.4 percent lower than the average salary of \$46,880 for all 41,044 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

In the PRIVATE 1997-98 salary study in the above table, 73 of the same 387 private institutions reported Teacher Education. The average salary of the 486 faculty was \$43,150, an average salary 19.2 percent lower than the average salary of \$51,446 for all 42,401 faculty in ALL MAJOR FIELDS in the 1997-98 private study.

The three-year increase in average salaries for all faculty in Teacher Education in the private institutions studied was 8.9 percent (\$43,150 minus \$39,606 equals \$3,544). The CPI increased cost-of-living between October 1994 and October 1997 was 8.1 percent. A more realistic increase, therefore, in the average faculty salaries of Teacher Education over the three-year time period, is .8 percent or .3 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.7 percent (\$51,446 minus \$46,880 equals \$4,566). In comparison to Teacher Education (8.9%), the faculty in ALL MAJOR FIELDS increased their salaries .8 percent (9.7% minus 8.9% equals .8%) less than faculty in Teacher Education.

For both studies in the discipline/major field of Teacher Education, the faculty mix

percentage is lower at the professor rank in comparison to the assistant professor rank: 22.7 percent vs. 37.0 percent (1994-95); and 18.7 percent vs 39.9 percent, (1997-98). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.1 percent vs. 30.7 percent (1994-95) and 33.6 percent vs. 30.0 (1997-98).

Finally, the hiring rate for new assistant professors in Teacher Education was lower than the hiring rate in ALL MAJOR FIELDS in the 1994-95 private study: 4.1 percent (19/459) vs. 4.3 percent (1,749/41,044) and higher in the 1997-98 private study: 6.6 percent (32/486) vs. 4.7 percent (2,009/42,401).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Teacher Education and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1994-95 through the "trend year" of 1997-98. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 3,285 (1.3%) faculty in the discipline/major field of Teacher Education participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 244,901 participating faculty. The same 262 public institutions and the same 387 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Teacher Education in 1994-95 were 12 percent and 16 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in

Teacher Education in 1997-98 were 11 percent and 16 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1997 CPI reflects an 8.1 percent increase over the October 1994 CPI and indicates that the faculty in Teacher Education in the public institutions received an average annual salary increase of .8 percent above the cost-of-living. In contrast, in the private institutions the annual average salary increase was also .3 percent above the cost-of-living.

Third, in both the 1994-95 and 1997-98 public and private studies in Teacher Education, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of Teacher Education is still emerging in the academy.

Finally, the hiring rate of new assistant professors in Teacher Education in the 1994-95 and 1997-98 public studies was higher than the hiring rate of ALL MAJOR FIELDS. In the 1994-95 and 1997-98 public studies the new assistant professor hiring rate was lower than that of ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Teacher Education has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and Education studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 10**
- B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11**
- C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14**

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	GEOGRAPHY
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL	GEOLOGY
ANTHROPOLOGY	HISTORY, GENERAL
ARCHITECTURE AND RELATED PROGRAMS	HOME ECONOMICS
AREA, ETHNIC, AND CULTURAL STUDIES	LIBRARY SCIENCE
ART, GENERAL	MARKETING MANAGEMENT AND RESEARCH
BIOLOGICAL SCIENCES/LIFE SCIENCES	MATHEMATICS
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL	MULTI/INTERDISCIPLINARY STUDIES
BUSINESS MANAGEMENT AND MANAGEMENT, GENERAL	MUSIC, GENERAL
BUSINESS MANAGERIAL ECONOMICS	NURSING (R. N. TRAINING)
CHEMISTRY, GENERAL	OCCUPATIONAL THERAPY
COMMUNICATIONS	PARKS, RECREATION, LEISURE, & FITNESS STUDIES
COMPUTER AND INFORMATION SCIENCES	PHILOSOPHY AND RELIGION
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES	PHYSICAL SCIENCES
CURRICULUM AND INSTRUCTION	PHYSICAL THERAPY
DRAMA/THEATER ARTS, GENERAL	PHYSICS, GENERAL
ECONOMICS, GENERAL	POLITICAL SCIENCE, GENERAL
EDUCATION	PROTECTIVE SERVICES
EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL	PSYCHOLOGY
EDUCATION/INSTRUCTIONAL MEDIA TECH/TECHNICIAN	PUBLIC HEALTH, GENERAL
ENGINEERING	READING TEACHER EDUCATION
ENGINEERING-RELATED TECHNOLOGIES	SOCIAL SCIENCES, GENERAL
ENGLISH LANGUAGE AND LITERATURE/LETTERS	SOCIAL WORK
ENTERPRISE MANAGEMENT AND OPERATION, GENERAL	SOCIOLOGY
FOREIGN LANGUAGES AND LITERATURES	SPECIAL EDUCATION, GENERAL
	SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
	TEACHER EDUCATION
	VISUAL AND PERFORMING ARTS
	TOTAL 53

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Alabama State University (AL)	Frostburg State University (MD)
Alcorn State University (MS)	George Mason University (VA)
Angelo State University (TX)	Georgia College & State University (GA)
Appalachian State University (NC)	Georgia Southern University (GA)
Arizona State University West (AZ)	Georgia State University (GA)
Arkansas State University (AR)	Glenville State College (WV)
Arkansas Tech University (AR)	Grand Valley State University (MI)
Auburn University at Montgomery (AL)	Harris-Stowe State College (MO)
Augusta State University (GA)	Henderson State University (AR)
Austin Peay State University (TN)	Idaho State University (ID)
Ball State University (IN)	Illinois State University (IL)
Bemidji State University (MN)	Indiana State University (IN)
Black Hills State University (SD)	Indiana University at South Bend (IN)
Bloomsburg University of Pennsylvania (PA)	Indiana University East (IN)
Bluefield State College (WV)	Indiana University Kokomo (IN)
Bowie State University (MD)	Indiana University Northwest (IN)
Bridgewater State College (MA)	Indiana University-Purdue University Fort Wayne (IN)
California State University-Bakersfield (CA)	Indiana University-Purdue University Indianapolis (IN)
California State University-Fresno (CA)	Indiana University Southeast (IN)
California State University-Fullerton (CA)	Jacksonville State University (AL)
California State University-Northridge (CA)	James Madison University (VA)
California State University-San Marcos (CA)	Jersey City State College (NJ)
Central Michigan University (MI)	Keene State College (NH)
Central Missouri State University (MO)	Kennesaw State University (GA)
Chadron State College (NE)	Kent State University Main Campus (OH)
Christopher Newport University (VA)	Kentucky State University (KY)
Citadel, Military College of South Carolina, The (SC)	Lake Superior State University (MI)
Clarion University of Pennsylvania (PA)	Lamar University-Beaumont (TX)
Clemson University (SC)	Lander University (SC)
Cleveland State University (OH)	Langston University (OK)
Coastal Carolina University (SC)	Lewis-Clark State College (ID)
College of Charleston (SC)	Lincoln University (PA)
College of New Jersey, The (NJ)	Lock Haven University of Pennsylvania (PA)
Coppin State College (MD)	Longwood College (VA)
Dakota State University (SD)	Louisiana State University and Agricultural and Mechanical College (LA)
Delta State University (MS)	Louisiana State University in Shreveport (LA)
East Carolina University (NC)	Louisiana Tech University (LA)
East Central University (OK)	Marshall University (WV)
East Stroudsburg University of Pennsylvania (PA)	Massachusetts College of Liberal Arts (MA)
Eastern Connecticut University (CT)	Mayville State University (ND)
Eastern Illinois University (IL)	McNeese State University (LA)
Eastern New Mexico University Main Campus (NM)	Mesa State College (CO)
Edinboro University of Pennsylvania (PA)	Metropolitan State College of Denver (CO)
Emporia State University (KS)	Metropolitan State University (MN)
Ferris State University (MI)	Miami University (OH)
Fitchburg State College (MA)	Michigan Technological University (MI)
Fort Hays State University (KS)	Middle Tennessee State University (TN)
Fort Lewis College (CO)	
Francis Marion University (SC)	

Midwestern State University (TX)
 Millersville University of Pennsylvania (PA)
 Minot State University (ND)
 Mississippi State University (MS)
 Mississippi University for Women (MS)
 Missouri Southern State College (MO)
 Missouri Western State College (MO)
 Montana State University-Billings (MT)
 Montclair State University (NJ)
 Moorhead State University (MN)
 Morehead State University (KY)
 Morgan State University (MD)
 Murray State University (KY)
 New Jersey Institute of Technology (NJ)
 New Mexico State University Main Campus (NM)
 Nicholls State University (LA)
 North Carolina Central (NC)
 North Dakota State University Main Campus (ND)
 Northeast Louisiana University (LA)
 Northeastern Illinois University (IL)
 Northeastern State University (OK)
 Northern Arizona University (AZ)
 Northern Kentucky University (KY)
 Northern Michigan University (MI)
 Northwest Missouri State University (MO)
 Northwestern State University (LA)
 Oakland University (MI)
 Ohio State University Main Campus, The (OH)
 Old Dominion University (VA)
 Peru State College (NE)
 Pittsburg State University (KS)
 Plymouth State College (NH)
 Portland State University (OR)
 Purdue University Calumet (IN)
 Radford University (VA)
 Ramapo College of New Jersey (NJ)
 Rhode Island College (RI)
 Richard Stockton College of New Jersey, The (NJ)
 Rowan University (NJ)
 Rutgers, the State University of New Jersey (NJ)
 Saginaw Valley State University (MI)
 Saint Mary's College of Maryland (MD)
 Salem State College (MA)
 Salisbury State University (MD)
 Sam Houston State University (TX)
 San Francisco State University (CA)
 Shawnee State University (OH)
 Shippensburg University of Pennsylvania (PA)
 South Carolina State University (SC)
 South Dakota School of Mines and Technology (SD)
 South Dakota State University (SD)
 Southeast Missouri State University (MO)
 Southeastern Louisiana University (LA)
 Southeastern Oklahoma State University (OK)
 Southern Arkansas University (AR)
 Southern Connecticut State University (CT)
 Southern Illinois University at Carbondale (IL)
 Southern Illinois University at Edwardsville (IL)
 Southern Polytechnic State University (GA)
 Southern University and Agricultural and Mechanical College (LA)
 Southern Utah University (UT)
 Southwest Missouri State University (MO)
 Southwest State University (MN)
 Southwest Texas State University (TX)
 Southwestern Oklahoma State University (OK)
 State University of New York at Binghamton (NY)
 State University of New York at Stony Brook (NY)
 State University of New York College at Brockport (NY)
 State University of New York College at Cortland (NY)
 State University of New York College at Fredonia (NY)
 State University of New York College at Geneseo (NY)
 State University of New York College at Plattsburgh (NY)
 State University of New York Institute of Technology at Utica-Rome (NY)
 State University of West Georgia (GA)
 Tarleton State University (TX)
 Temple University (PA)
 Tennessee Technological University (TN)
 Texas A & M International University (TX)
 Texas A & M University-Commerce (TX)
 Texas A & M University-Corpus Christi (TX)
 Texas Southern University (TX)
 Texas Tech University (TX)
 Texas Woman's University (TX)
 Towson University (MD)
 Troy State University (AL)
 Truman State University (MO)
 University of Akron Main Campus, The (OH)
 University of Alabama in Huntsville (AL)
 University of Arkansas at Little Rock (AR)
 University of Central Arkansas (AR)
 University of Central Oklahoma (OK)
 University of Colorado at Denver (CO)
 University of Delaware (DE)
 University of Houston-Clear Lake (TX)
 University of Houston-Downtown (TX)
 University of Maine (ME)
 University of Maine at Farmington (ME)
 University of Maine at Fort Kent (ME)
 University of Maine at Presque Isle (ME)
 University of Massachusetts Amherst (MA)
 University of Massachusetts Boston (MA)
 University of Massachusetts Dartmouth (MA)
 University of Memphis, The (TN)
 University of Michigan-Dearborn (MI)
 University of Minnesota-Duluth (MN)

University of Minnesota-Morris (MN)
 University of Missouri-Kansas City (MO)
 University of Missouri-Saint Louis (MO)
 University of Montevallo (AL)
 University of Nebraska at Kearney (NE)
 University of Nebraska at Omaha (NE)
 University of Nevada-Las Vegas (NV)
 University of North Carolina at Asheville (NC)
 University of North Carolina at Charlotte (NC)
 University of North Carolina at Greensboro (NC)
 University of North Carolina at Pembroke (NC)
 University of North Carolina at Wilmington (NC)
 University of North Texas (TX)
 University of Northern Colorado (CO)
 University of Puerto Rico Humacao University
 College (PR)
 University of South Alabama (AL)
 University of South Carolina-Aiken (SC)
 University of South Carolina Spartanburg (SC)
 University of Southern Colorado (CO)
 University of Southern Indiana (IN)
 University of Southern Mississippi (MS)
 University of Southwestern Louisiana (LA)
 University of Tennessee at Chattanooga (TN)
 University of Tennessee at Martin (TN)
 University of Tennessee, Memphis (TN)
 University of Texas at Arlington (TX)
 University of Texas at Dallas (TX)
 University of Texas at El Paso (TX)
 University of Texas at San Antonio (TX)
 University of the Virgin Islands, St. Thomas (VI)
 University of Toledo (OH)
 University of West Florida (FL)
 University of Wisconsin-Fau Claire (WI)
 University of Wisconsin-Green Bay (WI)
 University of Wisconsin-La Crosse (WI)
 University of Wisconsin-Oshkosh (WI)
 University of Wisconsin-Platteville (WI)
 University of Wisconsin-Stevens Point (WI)
 University of Wisconsin-Stout (WI)
 University of Wisconsin-Superior (WI)
 University of Wisconsin-Whitewater (WI)
 Valdosta State University (GA)
 Valley City State University (ND)
 Virginia State University (VA)
 Washburn University of Topeka (KS)
 Washington State University (WA)
 Wayne State College (NE)
 Weber State University (UT)
 West Texas A & M University (TX)
 West Virginia University Institute of Technology
 (WV)
 Western Carolina University (NC)
 Western Illinois University (IL)
 Western Kentucky University (KY)
 Western Michigan University (MI)

Western Montana College of the University of
 Montanan (MT)
 Western Oregon University (OR)
 Wichita State University (KS)
 William Paterson University of New Jersey (NJ)
 Winston-Salem State University (NC)
 Winthrop University (SC)
 Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Brown University (RI)
Agnes Scott College (GA)	Bryan College (TN)
Albertson College of Idaho (ID)	Bryant College (RI)
Albertus Magnus College (CT)	Bryn Mawr College (PA)
Albright College (PA)	Buena Vista University (IA)
Alderson-Broadthus College (WV)	Butler University (IN)
Alfred University (NY)	Cabrini College (PA)
Allegheny College (PA)	Caldwell College (NJ)
Allentown College of St. Francis De Sales (PA)	Calvin College (MI)
Alma College (MI)	Canisius College (NY)
Alvernia College (PA)	Capitol College (MD)
Alverno College (WI)	Cardinal Stritch College (WI)
Amherst College (MA)	Carlow College (PA)
Anderson University (IN)	Case Western Reserve University (OH)
Aquinas College (MI)	Catawba College (NC)
Asbury College (KY)	Cazenovia College (NY)
Ashland University (OH)	Cedarville College (OH)
Aurora University (IL)	Central Baptist College (AR)
Avila College (MO)	Central Methodist College (MO)
Azusa Pacific University (CA)	Chapman University (CA)
Babson College (MA)	Charleston Southern University (SC)
Baker College of Flint (MI)	Christian Brothers University (TN)
Baker College of Muskegon (MI)	Christian Heritage College (CA)
Baker University (KS)	Claremont McKenna College (CA)
Baldwin-Wallace College (OH)	Clarke College (IA)
Barat College (IL)	Clarkson College (NE)
Barnard College (NY)	Clarkson University (NY)
Barry University (FL)	Colby-Sawyer College (NH)
Bastyr University (WA)	College Misericordia (PA)
Beaver College (PA)	College of Notre Dame of Maryland (MD)
Bellarmine College (KY)	College of Our Lady of the Flms (MA)
Bellevue University (NE)	College of Saint Catherine (MN)
Belmont Abbey College (NC)	College of Saint Elizabeth (NJ)
Belmont University (TN)	College of Saint Mary (NE)
Benedict College (SC)	College of Saint Rose (NY)
Benedictine University (IL)	College of Saint Scholastica (MN)
Bennett College (NC)	College of the Southwest (NM)
Bentley College (MA)	Colorado Christian University (CO)
Bethany College (KS)	Columbia College (MO)
Bethel College (IN)	Columbia College (SC)
Bethel College (KS)	Columbia International University (SC)
Bethel College (MN)	Concordia College (NE)
Birmingham-Southern College (AL)	Concordia College (NY)
Blackburn College (IL)	Concordia College Moorhead (MN)
Bluefield College (VA)	Concordia College Saint Paul (MN)
Bradford College (MA)	Concordia University (CA)
Bradley University (IL)	Cooper Union for the Advancement of Science and Art, (The) (NY)
Brandeis University (MA)	Cornerstone College (MI)
Brenau University (GA)	Covenant College (GA)
Briar Cliff College (IA)	

Creighton University (NE)
 Culver-Stockton College (MO)
 D'Youville College (NY)
 Dakota Wesleyan University (SD)
 Davidson College (NC)
 Davis & Elkins College (WV)
 DePaul University (IL)
 Dickinson College (PA)
 Doane College (NE)
 Dominican College of Blauvelt (NY)
 Dominion College of San Rafael (CA)
 Dordt College (IA)
 Drake University (IA)
 Drury College (MO)
 Duquesne University (PA)
 East Texas Baptist University (TX)
 Eastern Mennonite University (VA)
 Eckerd College (FL)
 Edgewood College (WI)
 Elizabethtown College (PA)
 Elmhurst College (IL)
 Elmira College (NY)
 Emerson College (MA)
 Emmanuel College (MA)
 Emory University (GA)
 Eureka College (IL)
 Fairfield University (CT)
 Ferrum College (VA)
 Florida Institute of Technology (FL)
 Franciscan University of Steubenville (OH)
 Franklin College of Indiana (IN)
 Freed-Hardeman University (TN)
 Friends University (KS)
 Gannon University (PA)
 Gardner-Webb University (NC)
 George Washington University (DC)
 Georgetown College (KY)
 Georgian Court College (NJ)
 Golden Gate University (CA)
 Gonzaga University (WA)
 Gordon College (MA)
 Goshen College (IN)
 Grand View College (IA)
 Grinnell College (IA)
 Guilford College (NC)
 Hampton-Sydney College (VA)
 Hannibal-LaGrange College (MO)
 Hartwick College (NY)
 Hastings College (NE)
 Hilbert College (NY)
 Hiram College (OH)
 Hofstra University (NY)
 Holy Family College (PA)
 Holy Names College (CA)
 Hope College (MI)
 Houghton College (NY)
 Howard College (DC)
 Husson College (ME)
 Immaculata College (PA)
 Inter American University of Puerto Rico
 Barranquitas (PR)
 Iona College (NY)
 Ithaca College (NY)
 Jacksonville University (FL)
 John Brown University (AR)
 John Carroll University (OH)
 John Hopkins University (MD)
 Judson College (AL)
 Juniata College (PA)
 Kalamazoo College (MI)
 Kentucky Wesleyan College (KY)
 Kenyon College (OH)
 Kings's College (PA)
 La Roche College (PA)
 La Salle University (PA)
 La Sierra University (CA)
 Lafayette College (PA)
 LaGrange College (GA)
 Le Moyne College (NY)
 Lebanon Valley College (PA)
 Lees-McRae College (NC)
 Lenoir-Rhyne College (NC)
 LeTourneau University (TX)
 Limestone College (SC)
 Lincoln Memorial University (TN)
 Lindsey Wilson College (KY)
 Loras College (IA)
 Louisiana College (LA)
 Loyla Marymount University (CA)
 Loyola University New Orleans (LA)
 Lycoming College (PA)
 Lynchburg College (VA)
 Lyon College (AR)
 Madonna University (MI)
 Malone College (OH)
 Manhattan Christian College (KS)
 Marion College (IN)
 Marion College of Fond du lac (WI)
 Marietta College (OH)
 Marist College (NY)
 Mars Hill College (NC)
 Mary Baldwin College (VA)
 Marymount College (NY)
 Marymount University (VA)
 Maryville University of St. Louis (MO)
 Marywood College (PA)
 Massachusetts Institute of Technology (MA)
 McMurry University (TX)
 McPherson College (KS)
 Medaille College (NY)
 Mercer University (GA)
 Mercy College (NY)

Meredith College (NC)	Ripon College (WI)
Merrimack College (MA)	Rivier College (NH)
Messiah College (PA)	Roanoke College (VA)
Midland Lutheran College (NE)	Robert Morris College (PA)
Midway College (KY)	Rockford College (IL)
Milligan College (TN)	Rockhurst College (MO)
Millikin University (IL)	Rollins College (FL)
Molloy College (NY)	Roosevelt University (IL)
Monmouth College (NJ)	Rose-Hulman Institute of Technology (IN)
Morningside College (IA)	Sacred Heart University (CT)
Morris Brown College (GA)	Saint Francis College (IN)
Mount Olive College (NC)	Saint Francis College (PA)
Mulhenberg College (PA)	Saint John's University (MN)
Muskingum College (OH)	Saint Joseph's University (PA)
National University (CA)	Saint Mary's College (IN)
Neumann College (PA)	Saint Mary's College of California (CA)
New Hampshire College (NH)	Saint Mary's University of Minnesota (MN)
Niagara University (NY)	Saint Peter's College (NJ)
North Carolina Wesleyan College (NC)	Saint Vincent College (PA)
North Central College (IL)	Saint Xavier University (IL)
Northeastern University (MA)	Salem College (NC)
Northland College (WI)	Salem-Teikyo University (WV)
Northwest College (WA)	Salve Regina University (RI)
Northwestern College (IA)	Samuel Merritt College (CA)
Northwestern College (MN)	San Jose Christian College (CA)
Norwich University (VT)	Santa Clara University (CA)
Notre Dame College (NH)	Scripps College (CA)
Notre Dame College (OH)	Seattle Pacific University (WA)
Nova Southeastern University (FL)	Seattle University (WA)
Occidental College (CA)	Seton Hill College (PA)
Oglethorpe University (GA)	Shorter College (GA)
Ohio Northern University (OH)	Siena College (NY)
Oklahoma Baptist University (OK)	Siena Heights College (MI)
Our Lady of the Lake University (TX)	Sierra Nevada College (NV)
Pace University New York Campus (NY)	Simpson College (CA)
Pacific Lutheran University (WA)	Simpson College (IA)
Pacific Oaks College (CA)	Southern Adventist University (TN)
Palm Beach Atlantic College (FL)	Southern California College (CA)
Pepperdine University (CA)	Southern Vermont College (VT)
Pfeiffer University (NC)	Southwestern College (AZ)
Piedmont College (GA)	Spalding University (KY)
Pikeville College (KY)	Spring Arbor College (MI)
Pine Manor College (MA)	Springfield College (MA)
Pittsburgh Theological Seminary (PA)	St. Ambrose University (IA)
Point Park College (PA)	St. Andrews Presbyterian College (NC)
Presbyterian College (SC)	St. Bonaventure University (NY)
Providence College (RI)	St. Edward's University (TX)
Quincy University (IL)	St. John Fisher College (NY)
Randolph-Macon College (VA)	St. John's University (NY)
Reed College (OR)	St. Mary's University (TX)
Reformed Bible College (MI)	St. Olaf College (MN)
Regent University (VA)	Stanford University (CA)
Regis College (MA)	Stetson University (FL)
Rensselaer Polytechnic Institute (NY)	Stevens Institute of Technology (NJ)
Rhodes College (TN)	Susquehanna University (PA)
Rider University (NJ)	Teachers College Columbia University (NY)

Edinboro University (PA)
 Texas Christian University (TX)
 The Catholic University of America (DC)
 The Defiance College (OH)
 The Sage College (NY)
 Thomas College (ME)
 Thomas Moore College (KY)
 Trinity College of Vermont (VT)
 Tulane University (LA)
 Tusculum University (TN)
 Tuskegee University (AL)
 Union College (NE)
 Union Institute (OH)
 Union Theological Seminary and Presbyterian
 School of Christian Education (VA)
 United States International University (CA)
 University of Bridgeport (CT)
 University of Central Texas (TX)
 University of Charleston (WV)
 University of Detroit Mercy (MI)
 University of Dubuque (IA)
 University of Hartford (CT)
 University of La Verne (CA)
 University of Miami (FL)
 University of New England (ME)
 University of Portland (OR)
 University of Richmond (VA)
 University of Rio Grande (OH)
 University of Saint Thomas (MN)
 University of San Diego (CA)
 University of San Francisco (CA)
 University of Scranton (PA)
 University of Sioux Falls (SD)
 University of the Ozarks (AR)
 University of the Pacific (CA)
 University of the South (TN)
 University of Tulsa (OK)
 Upper Iowa University (IA)
 Franklin College (OH)
 Valparaiso University (IN)
 Villanova University (PA)
 Viterbo College (WI)
 Walsh University (OH)
 Warren Wilson College (NC)
 Wartburg College (IA)
 Washington and Jefferson College (PA)
 Washington College (MD)
 Webster College (IL)
 West Virginia Wesleyan College (WV)
 Western Baptist College (OR)
 Western Maryland College (MD)
 Western New England College (MA)
 Westminster College (PA)
 Wheaton College (MA)
 Wheeling Jesuit University (WV)
 Whittier College (CA)

Widener University (PA)
 William Jewell College (MO)
 William Penn College (IA)
 William Woods University (MO)
 William Baptist College (AR)
 Wilmington College (OH)
 Wisconsin Lutheran College (WI)
 Worcester Polytechnic Institute (MA)
 York College of Pennsylvania (PA)
 Xavier University (OH)

SALARY-TREND STUDY OF FACULTY IN
VISUAL AND PERFORMING ARTS
FOR THE YEARS
1994-95 AND 1997-98

by
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1997-98: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 53 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Visual and Performing Arts. The CIP defines the discipline/major field of Visual and Performing Arts as,

A summary of groups of instructional programs that describe the creation and interpretation of works and performances that use auditory, kinesthetic, and visual phenomena to express ideas and emotions in various forms, subject to aesthetic criteria,*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 161--50).]

This article summarizes the overall average salary increases in the discipline/major field of Visual and Performing Arts for both public and private institutions from the "baseline year" of 1994-95 to and including the "trend year" of 1997-98. Of the 305 institutions which participated in CUPA's PUBLIC study of 1994-95, 262 also participated in 1997-98. Data from those same 262 institutions were used in both the baseline year and the trend year. Of the 514 institutions which participated in CUPA's PRIVATE study of 1994-95, 387 also participated in 1997-98. Data from those same 387 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Visual and Performing

Arts for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1994-95 and 1997-98).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 35.2 for associate professors of Visual and Performing Arts in the 1994-95 public study means that 35.2 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the

ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1994-95, PUBLIC 1997-98, PRIVATE 1994-95 and PRIVATE 1997-98. For example, a SALARY FACTOR of .87 for associate professors in the discipline/major field of Visual and Performing Arts in the 1994-95 public study means that their average salary is 13 percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1994-95 or 1997-98). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 53 disciplines/majorfields in each of the four studies. Among other things, it is used to compare the discipline/majorfield of Visual and Performing Arts with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1994-95 and the "trend year" of 1997-98 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN	SALARY	NUM	N IN
DISCIPLINE: VISUAL AND PERFORMING ARTS																		
MAJOR FIELD: Visual and Performing Arts																		
PUBLIC, 1994-95																		
AVERAGE																		
SALARY	51983	284	61	40366	332	65	33995	284	66	33271	55	36	27759	43	22	41371	943	80
FAC MIX																		
PC I	30.1%			35.2%			30.1%			5.8%			4.6%			100.0%		
SALARY																		
FAC TOR	0.88			0.87			0.89			0.92			0.97			0.88		
ALL MAJOR FIELDS																		
AVERAGE																		
SALARY	58932	28035		46171	23794		38132	23157		36193	3487		28571	5559		47087	80545	262
FAC MIX																		
PC I	34.8%			29.5%			28.8%			4.3%			6.9%			100.0%		
DISCIPLINE: VISUAL AND PERFORMING ARTS																		
MAJOR FIELD: Visual and Performing Arts																		
PUBLIC, 1997-98																		
AVERAGE																		
SALARY	55802	291	67	43657	316	70	36540	247	65	34519	47	27	29423	52	28	44801	906	81
FAC MIX																		
PC I	32.1%			34.9%			27.3%			5.2%			5.7%			100.0%		
SALARY																		
FAC TOR	0.86			0.87			0.89			0.88			0.95			0.87		
ALL MAJOR FIELDS																		
AVERAGE																		
SALARY	64740	28214		50192	24517		41065	22819		39286	3964		31016	5361		51420	80911	262
FAC MIX																		
PC I	34.9%			30.3%			28.2%			4.9%			6.6%			100.0%		
DISCIPLINE: VISUAL AND PERFORMING ARTS																		
MAJOR FIELD: Visual and Performing Arts																		
PRIVATE, 1994-95																		
AVERAGE																		
SALARY	53322	55	32	40633	82	43	33167	67	38	31768	13	10	28905	11	7	40952	215	60
FAC MIX																		
PC I	25.6%			38.1%			31.2%			6.0%			5.1%			100.0%		
SALARY																		
FAC TOR	0.89			0.90			0.89			0.91			0.96			0.87		
ALL MAJOR FIELDS																		
AVERAGE																		
SALARY	59877	13579		45094	12852		37388	12597		34897	1749		30044	2016		46880	41044	387
FAC MIX																		
PC I	33.1%			31.3%			30.7%			4.3%			4.9%			100.0%		
DISCIPLINE: VISUAL AND PERFORMING ARTS																		
MAJOR FIELD: Visual and Performing Arts																		
PRIVATE, 1997-98																		
AVERAGE																		
SALARY	57121	59	37	42911	86	45	36178	82	45	34341	15	14	33027	17	10	43395	244	66
FAC MIX																		
PC I	24.2%			35.2%			33.6%			6.1%			7.0%			100.0%		
SALARY																		
FAC TOR	0.87			0.87			0.89			0.88			1.00			0.84		
ALL MAJOR FIELDS																		
AVERAGE																		
SALARY	65803	14238		49311	13414		40563	12704		39107	2009		33099	2045		51446	42401	387
FAC MIX																		
PC I	33.6%			31.6%			30.0%			4.7%			4.8%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES: 1994-95 AND 1997-98

In the PUBLIC 1994-95 study in the above table, the discipline/major field of Visual and Performing Arts was reported in 80 of the 262 public institutions. The average salary of the 943 faculty was \$41,371. This average salary was approximately 13.8 percent lower than the average salary of \$47,087 for all 80,545 faculty in ALL MAJOR FIELDS in the same 1994-95 public study.

For the PUBLIC 1997-98 salary study in the above table, Visual and Performing Arts was reported in 81 of the same 262 public institutions. The average salary of the 906 faculty was \$44,801. This average salary was approximately 14.8 percent lower than the average salary of \$51,420 for all 80,911 faculty in ALL MAJOR FIELDS in the 1997-98 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Visual and Performing Arts in the public institutions studied was 8.3 percent (\$44,801 minus \$41,371 equals \$3,430). The CPI of increase cost-of-living between October 1994 and October 1997 was 8.1 percent. In comparison, with the CPI, there was a relative increase in Visual and Performing Arts average faculty salaries over the three-year period by .2 percent or an average of .06 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.2 percent (\$51,420 minus \$47,087 equals \$4,333). In comparison to the discipline/major field of Visual and Performing Arts (8.3%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .9 percent more than the faculty in the discipline/major field of Visual and Performing Arts.

In the 1994-95 study the faculty mix percentage in Visual and Performing Arts is the same at the professor rank as at the assistant professor rank: 30.1 percent vs. 30.1 percent; in the 1997-98 study it is higher at the professor rank than at the assistant professor rank 32.1 percent vs. 27.3 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor

in ALL MAJOR FIELDS for both public studies are 34.8 percent vs 28.8 percent (1994-95) and 34.9 percent vs 28.2 percent (1997-98).

Finally, the hiring rate of new assistant professors in Visual and Performing Arts in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1994-95, 5.8 percent (55/943) vs 4.3 percent (3,487/80,545) and lower in 1997-98, 5.2 percent (47/906) vs. 4.9 percent (3,964/80,911).

RESULTS OF THE TWO PRIVATE STUDIES: 1994-95 AND 1997-98

The PRIVATE 1994-95 salary study in the above table indicates that the discipline/major field of Visual and Performing Arts was reported in 60 of the 387 private institutions. The average salary of the 215 faculty was \$40,952, an average salary 14.5 percent lower than the average salary of \$46,880 for all 41,044 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

In the PRIVATE 1997-98 salary study in the above table, 66 of the same 387 private institutions reported Visual and Performing Arts. The average salary of the 244 faculty was \$43,395, an average salary 18.6 percent lower than the average salary of \$51,446 for all 42,401 faculty in ALL MAJOR FIELDS in the 1997-98 private study.

The three-year increase in average salaries for all faculty in Visual and Performing Arts in the private institutions studied was 6.0 percent (\$43,395 minus \$40,952 equals \$2,443). The CPI increased cost-of-living between October 1994 and October 1997 was 8.1 percent. A more realistic increase, therefore, in the average faculty salaries of Visual and Performing Arts over the three-year time period, is 2.1 percent or .7 percent each year below the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 9.2 percent (\$51,446 minus \$46,880 equals \$4,566). In comparison to Visual and Performing Arts (6.0%), the faculty in ALL MAJOR FIELDS increased their salaries

3.2 percent (11.5% minus 9.8% equals 1.7%) more than faculty in Visual and Performing Arts.

For both studies in the discipline/major field of Visual and Performing Arts, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 25.6 percent vs. 31.2 percent (1994-95); and 24.2 percent vs 33.6 percent, (1997-98). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 33.1 percent vs. 30.7 percent (1994-95) and 33.6 percent vs. 30.0 percent (1997-98).

Finally, the hiring rate for new assistant professors in Visual and Performing Arts was higher than the hiring rate in ALL MAJOR FIELDS in the 1994-95 private study: 6.0 percent (13/215) vs. 4.3 percent (1,749/41,044) and higher in the 1997-98 private study: 6.1 percent (15/244) vs. 4.7 percent (2,009/42,401).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Visual and Performing Arts and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1994-95 through the "trend year" of 1997-98. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 2,308 (.9%) faculty in the discipline/major field of Visual and Performing Arts participated and were included in the 53 disciplines/major fields in each of the four studies and in the overall total of 244,901 participating faculty. The same 262 public institutions and the same 387 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of Visual and Performing Arts 1994-95 were 12 percent

and 13 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in Visual and Performing Arts in 1997-98 were 13 percent and 16 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1997 CPI reflects an 8.1 percent increase over the October 1994 CPI and indicates that the faculty in Visual and Performing Arts in the public institutions received an average annual salary increase of .06 percent above the cost-of-living. In contrast, in the private institutions the annual average salary increase was .7 percent below the cost-of-living.

Third, in both the 1994-95 the professor rank FAC MIX PCTs is exactly the same; and in the 1997-98 public studies in Visual and Performing Arts, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank. In the 1994-95 and 1997-98 private studies the FAC MIX PCTs were lower at the professor rank than those for assistant professor rank.

Finally, the hiring rate of new assistant professors in Visual and Performing Arts in the 1994-95 and the 1997-98 public studies was higher than the hiring rate of ALL MAJOR FIELD; and the hiring rate for new assistant professors in the 1994-95 and the 1997-98 public studies were higher than the hiring rate for ALL MAJOR FIELDS, as well.

Because a significant data base of average faculty salaries in the academic discipline/major field of Visual and Performing Arts has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and Education studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
- C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	GEOGRAPHY
ADMINISTRATIVE ASSISTANT/SECRETARIAL	GEOLOGY
SCIENCE, GENERAL	HISTORY, GENERAL
ANTHROPOLOGY	HOME ECONOMICS
ARCHITECTURE AND RELATED PROGRAMS	LIBRARY SCIENCE
AREA, ETHNIC, AND CULTURAL STUDIES	MARKETING MANAGEMENT AND RESEARCH
ART, GENERAL	MATHEMATICS
BIOLOGICAL SCIENCES/LIFE SCIENCES	MULTI/INTERDISCIPLINARY STUDIES
BUSINESS ADMINISTRATION AND MANAGEMENT,	MUSIC, GENERAL
GENERAL	NURSING (R. N. TRAINING)
BUSINESS MANAGEMENT AND	OCCUPATIONAL THERAPY
MANAGEMENT, GENERAL	PARKS, RECREATION, LEISURE, & FITNESS STUDIES
BUSINESS/MANAGERIAL ECONOMICS	PHILOSOPHY AND RELIGION
CHEMISTRY, GENERAL	PHYSICAL SCIENCES
COMMUNICATIONS	PHYSICAL THERAPY
COMPUTER AND INFORMATION SCIENCES	PHYSICS, GENERAL
COUNSELOR EDUCATION/STUDENT COUNSELING	POLITICAL SCIENCE, GENERAL
AND GUIDANCE SERVICES	PROTECTIVE SERVICES
CURRICULUM AND INSTRUCTION	PSYCHOLOGY
DRAMA/THEATER ARTS, GENERAL	PUBLIC HEALTH, GENERAL
ECONOMICS, GENERAL	READING TEACHER EDUCATION
EDUCATION	SOCIAL SCIENCES, GENERAL
EDUCATION ADMINISTRATION AND	SOCIAL WORK
SUPERVISION, GENERAL	SOCIOLOGY
EDUCATION/INSTRUCTIONAL MEDIA	SPECIAL EDUCATION, GENERAL
TECH TECHNICIAN	SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
ENGINEERING	TEACHER EDUCATION
ENGINEERING-RELATED TECHNOLOGIES	VISUAL AND PERFORMING ARTS
ENGLISH LANGUAGE AND	
LITERATURE/LETTERS	
ENTERPRISE MANAGEMENT AND OPERATION,	TOTAL 53
GENERAL	
FOREIGN LANGUAGES AND LITERATURES	

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Alabama State University (AL)	Frostburg State University (MD)
Alcorn State University (MS)	George Mason University (VA)
Angelo State University (TX)	Georgia College & State University (GA)
Appalachian State University (NC)	Georgia Southern University (GA)
Arizona State University West (AZ)	Georgia State University (GA)
Arkansas State University (AR)	Glenville State College (WV)
Arkansas Tech University (AR)	Grand Valley State University (MI)
Auburn University at Montgomery (AL)	Harris-Stowe State College (MO)
Augusta State University (GA)	Henderson State University (AR)
Austin Peay State University (TN)	Idaho State University (ID)
Ball State University (IN)	Illinois State University (IL)
Bemidji State University (MN)	Indiana State University (IN)
Black Hills State University (SD)	Indiana University at South Bend (IN)
Bloomsburg University of Pennsylvania (PA)	Indiana University East (IN)
Bluefield State College (WV)	Indiana University Kokomo (IN)
Bowie State University (MD)	Indiana University Northwest (IN)
Bridgewater State College (MA)	Indiana University-Purdue University Fort Wayne (IN)
California State University-Bakersfield (CA)	Indiana University-Purdue University Indianapolis (IN)
California State University-Fresno (CA)	Indiana University Southeast (IN)
California State University-Fullerton (CA)	Jacksonville State University (AL)
California State University-Northridge (CA)	James Madison University (VA)
California State University-San Marcos (CA)	Jersey City State College (NJ)
Central Michigan University (MI)	Keene State College (NH)
Central Missouri State University (MO)	Kennesaw State University (GA)
Chadron State College (NE)	Kent State University Main Campus (OH)
Christopher Newport University (VA)	Kentucky State University (KY)
Citadel, Military College of South Carolina, The (SC)	Lake Superior State University (MI)
Clarion University of Pennsylvania (PA)	Lamar University-Beaumont (TX)
Clemson University (SC)	Lander University (SC)
Cleveland State University (OH)	Langston University (OK)
Coastal Carolina University (SC)	Lewis-Clark State College (ID)
College of Charleston (SC)	Lincoln University (PA)
College of New Jersey, The (NJ)	Lock Haven University of Pennsylvania (PA)
Coppin State College (MD)	Longwood College (VA)
Dakota State University (SD)	Louisiana State University and Agricultural and Mechanical College (LA)
Delta State University (MS)	Louisiana State University in Shreveport (LA)
East Carolina University (NC)	Louisiana Tech University (LA)
East Central University (OK)	Marshall University (WV)
East Stroudsburg University of Pennsylvania (PA)	Massachusetts College of Liberal Arts (MA)
Eastern Connecticut University (CT)	Mayville State University (ND)
Eastern Illinois University (IL)	McNeese State University (LA)
Eastern New Mexico University Main Campus (NM)	Mesa State College (CO)
Edinboro University of Pennsylvania (PA)	Metropolitan State College of Denver (CO)
Emporia State University (KS)	Metropolitan State University (MN)
Ferris State University (MI)	Miami University (OH)
Fitchburg State College (MA)	Michigan Technological University (MI)
Fort Hays State University (KS)	Middle Tennessee State University (TN)
Fort Lewis College (CO)	
Francis Marion University (SC)	

Midwestern State University (TX)
 Millersville University of Pennsylvania (PA)
 Minot State University (ND)
 Mississippi State University (MS)
 Mississippi University for Women (MS)
 Missouri Southern State College (MO)
 Missouri Western State College (MO)
 Montana State University-Billings (MT)
 Montclair State University (NJ)
 Moorhead State University (MN)
 Morehead State University (KY)
 Morgan State University (MD)
 Murray State University (KY)
 New Jersey Institute of Technology (NJ)
 New Mexico State University Main Campus (NM)
 Nicholls State University (LA)
 North Carolina Central (NC)
 North Dakota State University Main Campus (ND)
 Northeast Louisiana University (LA)
 Northeastern Illinois University (IL)
 Northeastern State University (OK)
 Northern Arizona University (AZ)
 Northern Kentucky University (KY)
 Northern Michigan University (MI)
 Northwest Missouri State University (MO)
 Northwestern State University (LA)
 Oakland University (MI)
 Ohio State University Main Campus, The (OH)
 Old Dominion University (VA)
 Penn State College (NE)
 Pittsburg State University (KS)
 Plymouth State College (NH)
 Portland State University (OR)
 Purdue University Calumet (IN)
 Radford University (VA)
 Ramapo College of New Jersey (NJ)
 Rhode Island College (RI)
 Richard Stockton College of New Jersey, The (NJ)
 Rowan University (NJ)
 Rutgers, the State University of New Jersey (NJ)
 Saginaw Valley State University (MI)
 Saint Mary's College of Maryland (MD)
 Salem State College (MA)
 Salisbury State University (MD)
 Sam Houston State University (TX)
 San Francisco State University (CA)
 Shawnee State University (OH)
 Shippensburg University of Pennsylvania (PA)
 South Carolina State University (SC)
 South Dakota School of Mines and Technology (SD)
 South Dakota State University (SD)
 Southeast Missouri State University (MO)
 Southeastern Louisiana University (LA)
 Southeastern Oklahoma State University (OK)
 Southern Arkansas University (AR)
 Southern Connecticut State University (CT)
 Southern Illinois University at Carbondale (IL)
 Southern Illinois University at Edwardsville (IL)
 Southern Polytechnic State University (GA)
 Southern University and Agricultural and
 Mechanical College (LA)
 Southern Utah University (UT)
 Southwest Missouri State University (MO)
 Southwest State University (MN)
 Southwest Texas State University (TX)
 Southwestern Oklahoma State University (OK)
 State University of New York at Binghamton (NY)
 State University of New York at Stony Brook (NY)
 State University of New York College at Brockport
 (NY)
 State University of New York College at Cortland
 (NY)
 State University of New York College at Fredonia
 (NY)
 State University of New York College at Geneseo
 (NY)
 State University of New York College at Plattsburgh
 (NY)
 State University of New York Institute of
 Technology at Utica-Rome (NY)
 State University of West Georgia (GA)
 Tarleton State University (TX)
 Temple University (PA)
 Tennessee Technological University (TN)
 Texas A & M International University (TX)
 Texas A & M University-Commerce (TX)
 Texas A & M University-Corpus Christi (TX)
 Texas Southern University (TX)
 Texas Tech University (TX)
 Texas Woman's University (TX)
 Towson University (MD)
 Troy State University (AL)
 Truman State University (MO)
 University of Akron Main Campus, The (OH)
 University of Alabama in Huntsville (AL)
 University of Arkansas at Little Rock (AR)
 University of Central Arkansas (AR)
 University of Central Oklahoma (OK)
 University of Colorado at Denver (CO)
 University of Delaware (DE)
 University of Houston-Clear Lake (TX)
 University of Houston-Downtown (TX)
 University of Maine (ME)
 University of Maine at Farmington (ME)
 University of Maine at Fort Kent (ME)
 University of Maine at Presque Isle (ME)
 University of Massachusetts Amherst (MA)
 University of Massachusetts Boston (MA)
 University of Massachusetts Dartmouth (MA)
 University of Memphis, The (TN)
 University of Michigan-Dearborn (MI)
 University of Minnesota-Duluth (MN)

University of Minnesota-Morris (MN)
 University of Missouri-Kansas City (MO)
 University of Missouri-Saint Louis (MO)
 University of Montevallo (AL)
 University of Nebraska at Kearney (NE)
 University of Nebraska at Omaha (NE)
 University of Nevada-Las Vegas (NV)
 University of North Carolina at Asheville (NC)
 University of North Carolina at Charlotte (NC)
 University of North Carolina at Greensboro (NC)
 University of North Carolina at Pembroke (NC)
 University of North Carolina at Wilmington (NC)
 University of North Texas (TX)
 University of Northern Colorado (CO)
 University of Puerto Rico Humacao University
 College (PR)
 University of South Alabama (AL)
 University of South Carolina-Aiken (SC)
 University of South Carolina-Spartanburg (SC)
 University of Southern Colorado (CO)
 University of Southern Indiana (IN)
 University of Southern Mississippi (MS)
 University of Southwestern Louisiana (LA)
 University of Tennessee at Chattanooga (TN)
 University of Tennessee at Martin (TN)
 University of Tennessee, Memphis (TN)
 University of Texas at Arlington (TX)
 University of Texas at Dallas (TX)
 University of Texas at El Paso (TX)
 University of Texas at San Antonio (TX)
 University of the Virgin Islands, St. Thomas (VI)
 University of Toledo (OH)
 University of West Florida (FL)
 University of Wisconsin-Eau Claire (WI)
 University of Wisconsin-Green Bay (WI)
 University of Wisconsin-La Crosse (WI)
 University of Wisconsin-Oshkosh (WI)
 University of Wisconsin-Platteville (WI)
 University of Wisconsin-Stevens Point (WI)
 University of Wisconsin-Stout (WI)
 University of Wisconsin-Superior (WI)
 University of Wisconsin-Whitewater (WI)
 Valdosta State University (GA)
 Valley City State University (ND)
 Virginia State University (VA)
 Washburn University of Topeka (KS)
 Washington State University (WA)
 Wayne State College (NE)
 Weber State University (UT)
 West Texas A & M University (TX)
 West Virginia University Institute of Technology
 (WV)
 Western Carolina University (NC)
 Western Illinois University (IL)
 Western Kentucky University (KY)
 Western Michigan University (MI)

Western Montana College of the University of
 Montanan (MT)
 Western Oregon University (OR)
 Wichita State University (KS)
 William Paterson University of New Jersey (NJ)
 Winston-Salem State University (NC)
 Winthrop University (SC)
 Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary Trend Studies: 1994-95 and 1997-98

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Brown University (RI)
Agnes Scott College (GA)	Bryan College (TN)
Albertson College of Idaho (ID)	Bryant College (RI)
Albertus Magnus College (CT)	Bryn Mawr College (PA)
Albright College (PA)	Buena Vista University (IA)
Alderson-Broadbent College (WV)	Butler University (IN)
Alfred University (NY)	Cabrini College (PA)
Allegheny College (PA)	Caldwell College (NJ)
Allentown College of St. Francis De Sales (PA)	Calvin College (MI)
Alma College (MI)	Canisius College (NY)
Alvernia College (PA)	Capitol College (MD)
Alverno College (WI)	Cardinal Stritch College (WI)
Amherst College (MA)	Carlow College (PA)
Anderson University (IN)	Case Western Reserve University (OH)
Aquinas College (MI)	Catawba College (NC)
Ashbury College (KY)	Cazenovia College (NY)
Ashland University (OH)	Cedarville College (OH)
Aurora University (IL)	Central Baptist College (AR)
Avila College (MO)	Central Methodist College (MO)
Azusa Pacific University (CA)	Chapman University (CA)
Babson College (MA)	Charleston Southern University (SC)
Baker College of Flint (MI)	Christian Brothers University (TN)
Baker College of Muskegon (MI)	Christian Heritage College (CA)
Baker University (KS)	Claremont McKenna College (CA)
Baldwin-Wallace College (OH)	Clarke College (IA)
Barat College (IL)	Clarkson College (NE)
Barnard College (NY)	Clarkson University (NY)
Barry University (FL)	Colby-Sawyer College (NH)
Bastyr University (WA)	College Misericordia (PA)
Beaver College (PA)	College of Notre Dame of Maryland (MD)
Bellarmine College (KY)	College of Our Lady of the Elms (MA)
Bellevue University (NE)	College of Saint Catherine (MN)
Belmont Abbey College (NC)	College of Saint Elizabeth (NJ)
Belmont University (TN)	College of Saint Mary (NE)
Benedict College (SC)	College of Saint Rose (NY)
Benedictine University (IL)	College of Saint Scholastica (MN)
Bennett College (NC)	College of the Southwest (NM)
Bentley College (MA)	Colorado Christian University (CO)
Bethany College (KS)	Columbia College (MO)
Bethel College (IN)	Columbia College (SC)
Bethel College (KS)	Columbia International University (SC)
Bethel College (MN)	Concordia College (NE)
Birmingham-Southern College (AL)	Concordia College (NY)
Blackburn College (IL)	Concordia College Moorhead (MN)
Bluefield College (VA)	Concordia College Saint Paul (MN)
Bradford College (MA)	Concordia University (CA)
Bradley University (IL)	Cooper Union for the Advancement of Science and Art, (The) (NY)
Brandeis University (MA)	Cornerstone College (MI)
Brenau University (GA)	Covenant College (GA)
Briar Cliff College (IA)	

Creighton University (NE)
 Culver-Stockton College (MO)
 D'Youville College (NY)
 Dakota Wesleyan University (SD)
 Davidson College (NC)
 Davis & Elkins College (WV)
 DePaul University (IL)
 Dickinson College (PA)
 Doane College (NE)
 Dominican College of Blauvelt (NY)
 Dominion College of San Rafael (CA)
 Dordt College (IA)
 Drake University (IA)
 Drury College (MO)
 Duquesne University (PA)
 East Texas Baptist University (TX)
 Eastern Mennonite University (VA)
 Eckerd College (FL)
 Edgewood College (WI)
 Elizabethtown College (PA)
 Elmhurst College (IL)
 Elmira College (NY)
 Emerson College (MA)
 Emmanuel College (MA)
 Emory University (GA)
 Eureka College (IL)
 Fairfield University (CT)
 Ferrum College (VA)
 Florida Institute of Technology (FL)
 Franciscan University of Steubenville (OH)
 Franklin College of Indiana (IN)
 Freed-Hardeman University (TN)
 Friends University (KS)
 Gannon University (PA)
 Gardner-Webb University (NC)
 George Washington University (DC)
 Georgetown College (KY)
 Georgian Court College (NJ)
 Golden Gate University (CA)
 Gonzaga University (WA)
 Gordon College (MA)
 Goshen College (IN)
 Grand View College (IA)
 Grinnell College (IA)
 Guilford College (NC)
 Hampton-Sydney College (VA)
 Hannibal-LaGrange College (MO)
 Hartwick College (NY)
 Hastings College (NE)
 Hilbert College (NY)
 Hiram College (OH)
 Hofstra University (NY)
 Holy Family College (PA)
 Holy Names College (CA)
 Hope College (MI)
 Houghton College (NY)

Howard College (DC)
 Husson College (ME)
 Immaculata College (PA)
 Inter American University of Puerto Rico
 Barranquitas (PR)
 Iona College (NY)
 Ithaca College (NY)
 Jacksonville University (FL)
 John Brown University (AR)
 John Carroll University (OH)
 John Hopkins University (MD)
 Judson College (AL)
 Juniata College (PA)
 Kalamazoo College (MI)
 Kentucky Wesleyan College (KY)
 Kenyon College (OH)
 Kings's College (PA)
 La Roche College (PA)
 La Salle University (PA)
 La Sierra University (CA)
 Lafayette College (PA)
 LaGrange College (GA)
 Le Moyne College (NY)
 Lebanon Valley College (PA)
 Lees-McRae College (NC)
 Lenoir-Rhyne College (NC)
 LeTourneau University (TX)
 Limestone College (SC)
 Lincoln Memorial University (TN)
 Lindsey Wilson College (KY)
 Loras College (IA)
 Louisiana College (LA)
 Loyla Marymount University (CA)
 Loyola University New Orleans (LA)
 Lycoming College (PA)
 Lynchburg College (VA)
 Lyon College (AR)
 Madonna University (MI)
 Malone College (OH)
 Manhattan Christian College (KS)
 Marion College (IN)
 Marion College of Fond du lac (WI)
 Marietta College (OH)
 Marist College (NY)
 Mars Hill College (NC)
 Mary Baldwin College (VA)
 Marymount College (NY)
 Marymount University (VA)
 Maryville University of St. Louis (MO)
 Marywood College (PA)
 Massachusetts Institute of Technology (MA)
 McMurtry University (TX)
 McPherson College (KS)
 Medaille College (NY)
 Mercer University (GA)
 Mercy College (NY)

Meredith College (NC)	Ripon College (WI)
Merrimack College (MA)	Rivier College (NH)
Messiah College (PA)	Roanoke College (VA)
Midland Lutheran College (NE)	Robert Morris College (PA)
Midway College (KY)	Rockford College (IL)
Milligan College (TN)	Rockhurst College (MO)
Millikin University (IL)	Rollins College (FL)
Molloy College (NY)	Roosevelt University (IL)
Monmouth College (NJ)	Rose-Hulman Institute of Technology (IN)
Morningside College (IA)	Sacred Heart University (CT)
Morris Brown College (GA)	Saint Francis College (IN)
Mount Olive College (NC)	Saint Francis College (PA)
Mulhenberg College (PA)	Saint John's University (MN)
Muskingum College (OH)	Saint Joseph's University (PA)
National University (CA)	Saint Mary's College (IN)
Neumann College (PA)	Saint Mary's College of California (CA)
New Hampshire College (NH)	Saint Mary's University of Minnesota (MN)
Niagara University (NY)	Saint Peter's College (NJ)
North Carolina Wesleyan College (NC)	Saint Vincent College (PA)
North Central College (IL)	Saint Xavier University (IL)
Northeastern University (MA)	Salem College (NC)
Northland College (WI)	Salem-Teikyo University (WV)
Northwest College (WA)	Salve Regina University (RI)
Northwestern College (IA)	Samuel Merritt College (CA)
Northwestern College (MN)	San Jose Christian College (CA)
Norwich University (VT)	Santa Clara University (CA)
Notre Dame College (NH)	Scripps College (CA)
Notre Dame College (OH)	Seattle Pacific University (WA)
Nova Southeastern University (FL)	Seattle University (WA)
Occidental College (CA)	Seton Hill College (PA)
Oglethorpe University (GA)	Shorter College (GA)
Ohio Northern University (OH)	Siena College (NY)
Oklahoma Baptist University (OK)	Siena Heights College (MI)
Our Lady of the Lake University (TX)	Sierra Nevada College (NV)
Pace University New York Campus (NY)	Simpson College (CA)
Pacific Lutheran University (WA)	Simpson College (IA)
Pacific Oaks College (CA)	Southern Adventist University (TN)
Palm Beach Atlantic College (FL)	Southern California College (CA)
Pepperdine University (CA)	Southern Vermont College (VT)
Pfeiffer University (NC)	Southwestern College (AZ)
Piedmont College (GA)	Spalding University (KY)
Pikeville College (KY)	Spring Arbor College (MI)
Pine Manor College (MA)	Springfield College (MA)
Pittsburgh Theological Seminary (PA)	St. Ambrose University (IA)
Point Park College (PA)	St. Andrews Presbyterian College (NC)
Presbyterian College (SC)	St. Bonaventure University (NY)
Providence College (RI)	St. Edward's University (TX)
Quincy University (IL)	St. John Fisher College (NY)
Randolph-Macon College (VA)	St. John's University (NY)
Reed College (OR)	St. Mary's University (TX)
Reformed Bible College (MI)	St. Olaf College (MN)
Regent University (VA)	Stanford University (CA)
Regis College (MA)	Stetson University (FL)
Rensselaer Polytechnic Institute (NY)	Stevens Institute of Technology (NJ)
Rhodes College (TN)	Susquehanna University (PA)
Rider University (NJ)	Teachers College Columbia University (NY)

Teikyo Post University (CT)
 Texas Christian University (TX)
 The Catholic University of America (DC)
 The Defiance College (OH)
 The Sage College (NY)
 Thomas College (ME)
 Thomas Moore College (KY)
 Trinity College of Vermont (VT)
 Tulane University (LA)
 Tusculum University (TN)
 Tuskegee University (AL)
 Union College (NE)
 Union Institute (OH)
 Union Theological Seminary and Presbyterian
 School of Christian Education (VA)
 United States International University (CA)
 University of Bridgeport (CT)
 University of Central Texas (TX)
 University of Charleston (WV)
 University Of Detroit Mercy (MI)
 University of Dubuque (IA)
 University of Hartford (CT)
 University of La Verne (CA)
 University of Miami (FL)
 University of New England (ME)
 University of Portland (OR)
 University of Richmond (VA)
 University of Rio Grande (OH)
 University of Saint Thomas (MN)
 University of San Diego (CA)
 University of San Francisco (CA)
 University of Scranton (PA)
 University of Sioux Falls (SD)
 University of the Ozarks (AR)
 University of the Pacific (CA)
 University of the South (TN)
 University of Tulsa (OK)
 Upper Iowa University (IA)
 Ursuline College (OH)
 Valparaiso University (IN)
 Villanova University (PA)
 Viterbo College (WI)
 Walsh University (OH)
 Warren Wilson College (NC)
 Warburg College (IA)
 Washington and Jefferson College (PA)
 Washington College (MD)
 Webber College (FL)
 West Virginia Wesleyan College (WV)
 Western Baptist College (OR)
 Western Maryland College (MD)
 Western New England College (MA)
 Westminster College (PA)
 Wheaton College (MA)
 Wheeling Jesuit University (WV)
 Whittier College (CA)

Widener University (PA)
 William Jewell College (MO)
 William Penn College (IA)
 William Woods University (MO)
 William Baptist College (AR)
 Wilmington College (OH)
 Wisconsin Lutheran College (WI)
 Worcester Polytechnic Institute (MA)
 York College of Pennsylvania (PA)
 Xavier University (OH)